The Investment NSF ADVANCE Has Made in UC

Dr. Susan Carlson
Vice Provost, Academic Personnel, UCOP
and PI, UC ADVANCE PAID

ADVANCEing STEM Faculty at UC Davis
April 25, 2013
Why does UC need NSF ADVANCE?
University of California Ladder and Equivalent Rank Faculty in All Disciplines vs. STEM by Gender by Citizenship Status

Includes General Campus and Health Sciences
STEM excludes SBS disciplines

Source: UC Offices of Academic Personnel
University of California Ladder and Equivalent Rank Faculty in STEM by Race/Ethnicity by Citizenship Status

Source: UC Offices of Academic Personnel

N = 9,447 (All faculty)
N = 5,078 (STEM faculty)
<table>
<thead>
<tr>
<th>Institution</th>
<th>Total Faculty</th>
<th>Total Women Faculty</th>
<th>Total URM Faculty</th>
<th>Total Women URM Faculty</th>
<th>% Women of Total</th>
<th>% URM of Total</th>
<th>% Women URM of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Harvard University</td>
<td>1,517</td>
<td>391</td>
<td>95</td>
<td>34</td>
<td>25.8%</td>
<td>6.3%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Massachusetts Institute of Technology</td>
<td>968</td>
<td>206</td>
<td>56</td>
<td>11</td>
<td>21.3%</td>
<td>5.8%</td>
<td>1.1%</td>
</tr>
<tr>
<td>Stanford University</td>
<td>1,270</td>
<td>302</td>
<td>80</td>
<td>23</td>
<td>23.8%</td>
<td>6.3%</td>
<td>1.8%</td>
</tr>
<tr>
<td>SUNY at Buffalo</td>
<td>1,103</td>
<td>333</td>
<td>71</td>
<td>33</td>
<td>30.2%</td>
<td>6.4%</td>
<td>3.0%</td>
</tr>
<tr>
<td>University of California</td>
<td>9,042</td>
<td>2,757</td>
<td>781</td>
<td>300</td>
<td>30.5%</td>
<td>8.6%</td>
<td>3.3%</td>
</tr>
<tr>
<td>University of Illinois at Urbana-Champaign</td>
<td>1,671</td>
<td>503</td>
<td>170</td>
<td>73</td>
<td>30.1%</td>
<td>10.2%</td>
<td>4.4%</td>
</tr>
<tr>
<td>University of Michigan-Ann Arbor</td>
<td>2,634</td>
<td>797</td>
<td>227</td>
<td>88</td>
<td>30.3%</td>
<td>8.6%</td>
<td>3.3%</td>
</tr>
<tr>
<td>University of Virginia-Main Campus</td>
<td>1,395</td>
<td>355</td>
<td>76</td>
<td>29</td>
<td>25.4%</td>
<td>5.4%</td>
<td>2.1%</td>
</tr>
<tr>
<td>Yale University</td>
<td>1,464</td>
<td>490</td>
<td>97</td>
<td>41</td>
<td>33.5%</td>
<td>6.6%</td>
<td>2.8%</td>
</tr>
</tbody>
</table>

ADVANCE Initiatives Systemwide

- ADVANCE Institutional Transformation Award
  UC Irvine (2001) $3.45M over 5 years

- ADVANCE Partnerships for Adaptation, Implementation and Dissemination Award: Partnership for Faculty Equity and Diversity
  UC Irvine, UC Los Angeles, UC Riverside, UC San Diego, and UC Santa Barbara (2006) $500K

- UC Merced ADVANCE/IT Catalyst GROWSTEM: Gaining Representation of Women (GROW)– Systematically Transforming Excellence in Merced (STEM)
  UC Merced (2010) $200K
ADVANCE Initiatives Systemwide

- Tools for CHANGE: Stepping Up Retention of Women in the Academic STEM Pipeline UC Berkeley and UC Hastings (2011) $580K
- Moving Forward for Women in STEM Fields at UCR and Beyond UC Riverside (2011) $599K
- Different Trajectories: A Longitudinal Study of Organizational and Departmental Factors Leading To Gender and Race Differences in STEM Faculty Advancement, Pay and Persistence - UC San Diego (2011) $554K
- ADVANCE PAID: Meeting the California Challenge - Women and Underrepresented Minority Faculty in STEM - UC Office of the President (2011) $322K
- Institutional Transformation to Build and Sustain a Diverse Community of Innovative STEM Scholars - UC Davis (2011) $3.725M over 5 years
“California Challenge” Roundtables

• Using Research and Data to Improve the Faculty Search Process in STEM - UC Berkeley and UC San Francisco (April 2012)


• Mentoring Faculty in an Inclusive Climate: Supporting Women and URM STEM Faculty at UC - UC Riverside (April 2013)
• Evaluating and Rewarding Contributions to Diversity in Hiring and Academic Review - UC San Diego (October 2013)
• Assessing Climate and Community: Particular Challenges for Hispanic/Latina STEM Faculty - UC Davis (April 2014)
Recruitment Data Analysis Project Seminars

• Designing, Collecting and Analyzing Data on the Faculty Recruitment Process (February 2012)

• Increasing UC's Faculty Diversity Through Comprehensive Data Collection and Recruitment Practices (February 2013)

Three-Year Moving Averages: URM* Women as a Percent of UCB Assistant Professors and Selected Estimated Doctorate Availabilities**, 1980-2011

UC Recruit – Applicant web portal

- Applicants’ demographic data (gender & race/ethnicity)
- Search committees’ demographic data
- Uniformity of data for research, analysis, and reporting
Mentoring is NOT a substitute for STRUCTURAL change.

SHIRLEY MALCOM
Head, Education and Human Resources
American Association for the Advancement of Science
The Investment NSF ADVANCE has made in UC

The commitment UC has made to building the faculty of the future in STEM