



Diversity in SBS, Social Ecology Style

**Presented to
UC ADVANCE PAID Roundtable**

**By
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Professor, Criminology, Law and Society; Sociology; Nursing
University of California, Irvine**

October 17, 2012



Collaborators



Jodi Quas, NSF Advance Equity Advisor; Professor, Psychology and Social Behavior



David Feldman, Chair and Professor, Planning, Policy and Design



Linda Levine, Chair and Professor, Psychology and Social Behavior



Carroll Seron, Chair and Professor, Criminology, Law and Society; former NSF Advance Equity Advisor



Demographic Facts

Individual, Organizational, and
Cultural Challenges

Current Efforts

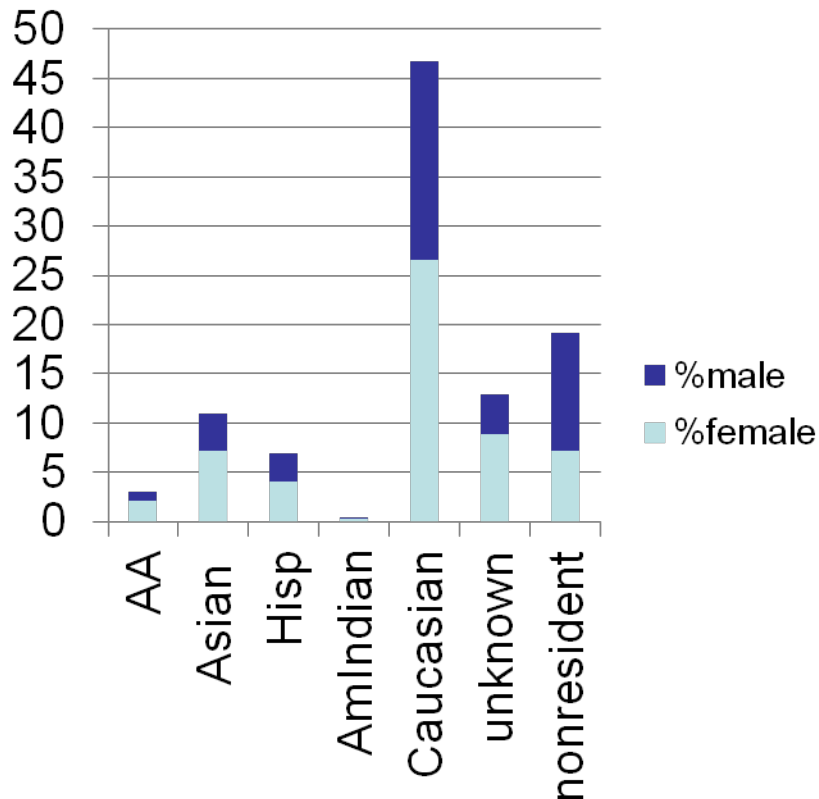


The Facts (of our demography)

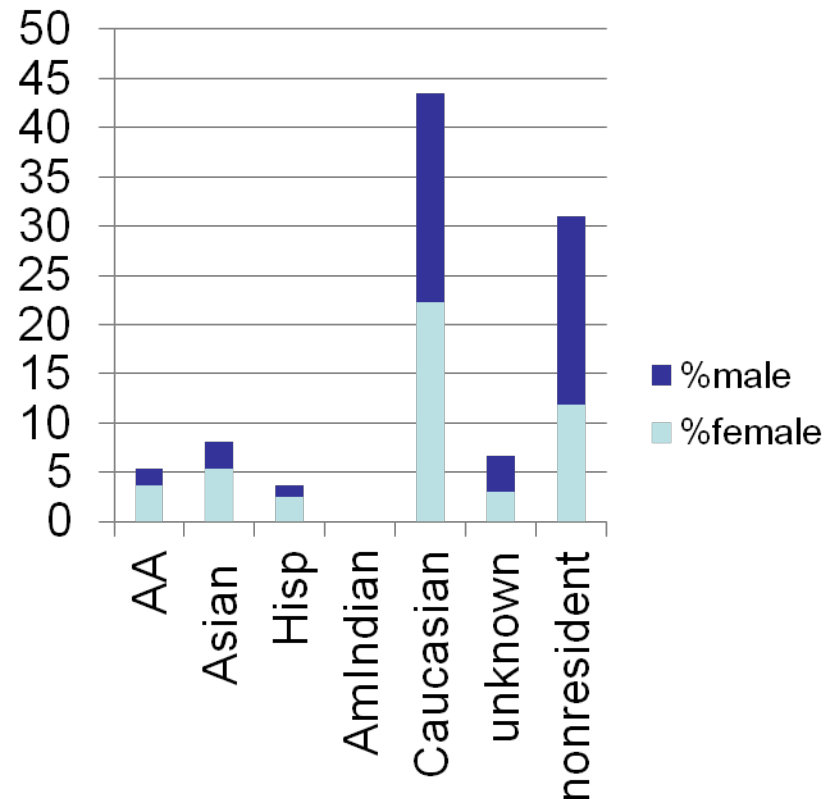


Gender/Ethnicity of Ph.D.s in Social Sciences/Psychology (2010-11)

UC-Across System % Ph.D.s awarded



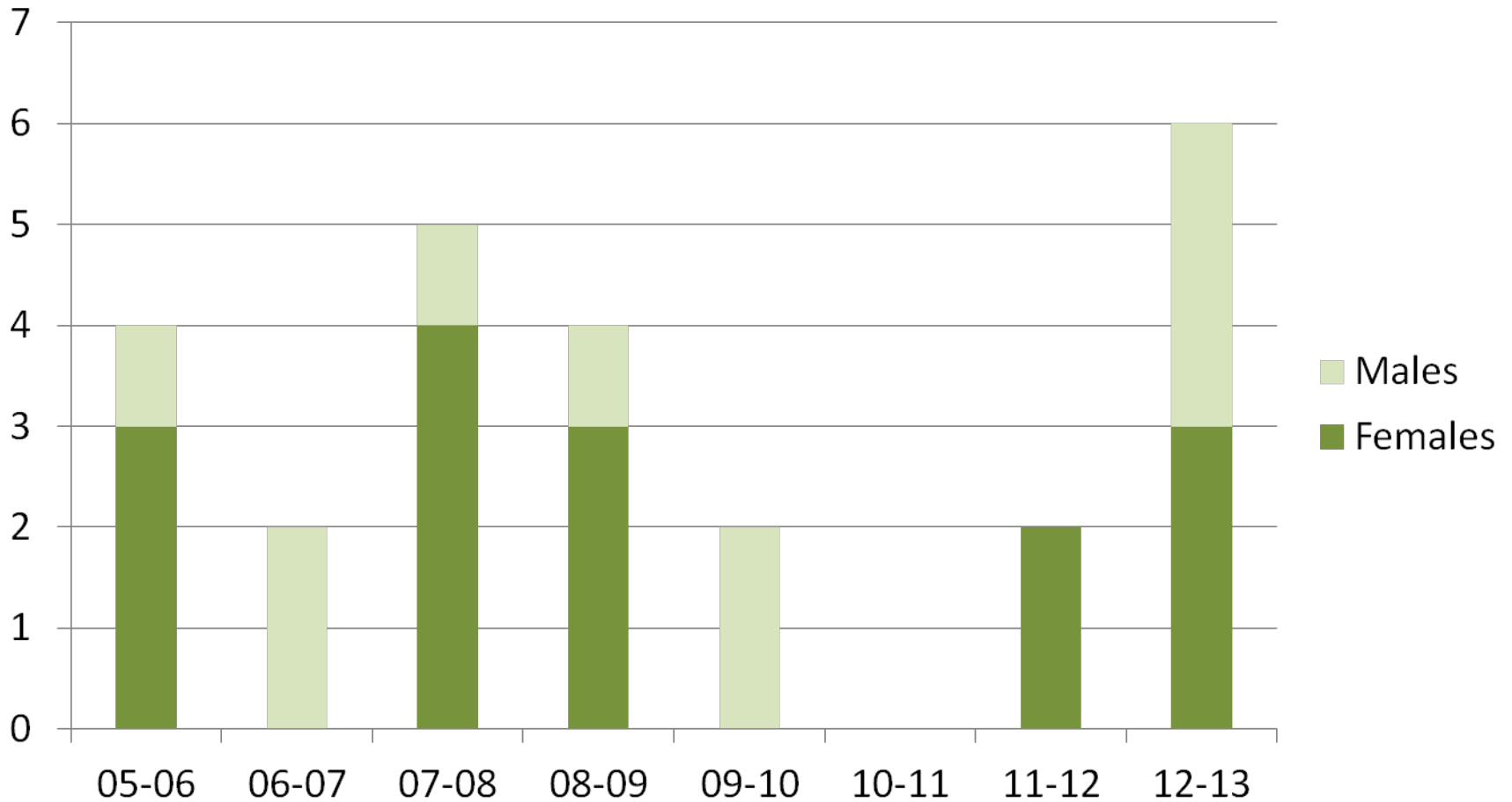
Comparison Institutions % Ph.D.s awarded



Source: UC Faculty Diversity Report 2012.



Social Ecology: New Hires 05-06 to 12-13



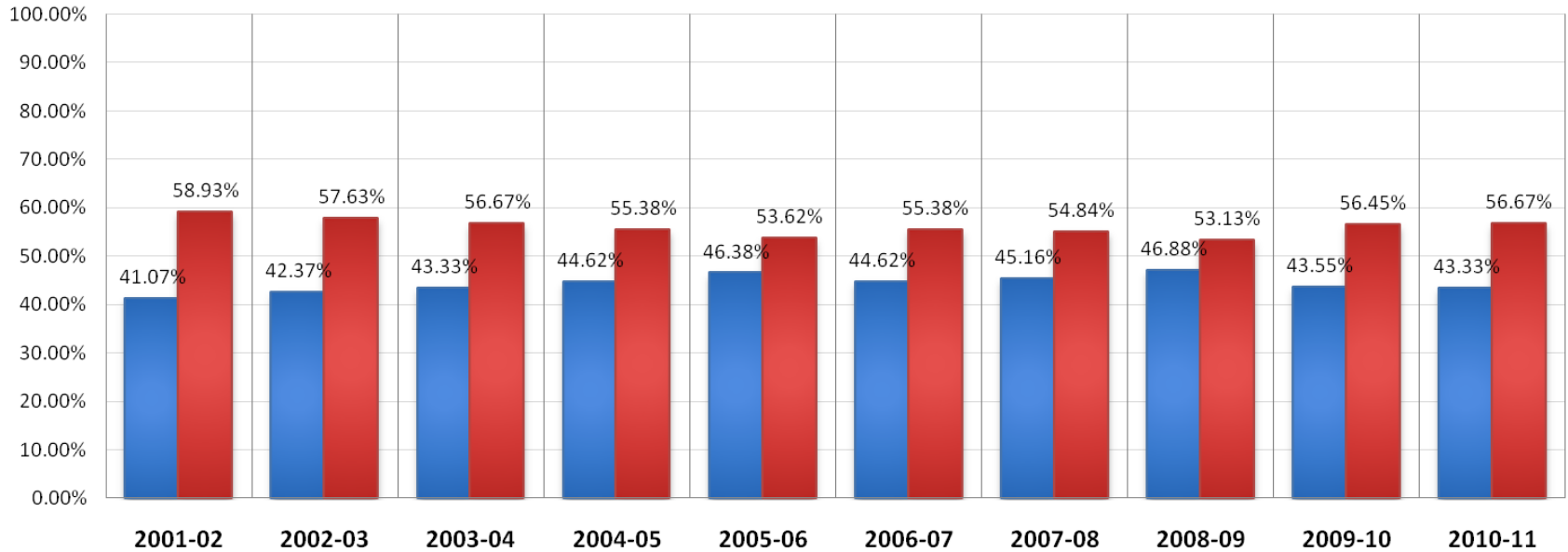


School of Social Ecology Faculty Headcount by Gender

2001-2011

UNIVERSITY of CALIFORNIA IRVINE
School of Social Ecology

Female Male



Source: UCI Advance Program for Equity and Diversity.

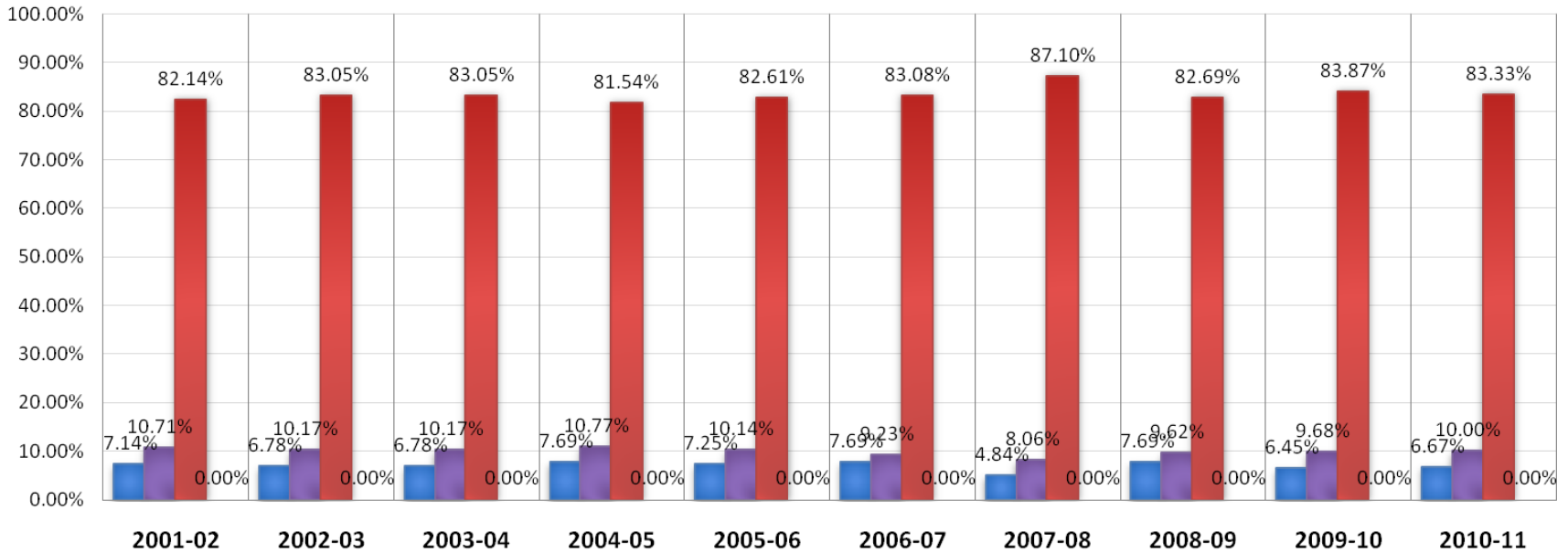


School of Social Ecology Faculty Headcount by Ethnicity

2001-2011

UNIVERSITY of CALIFORNIA IRVINE
School of Social Ecology

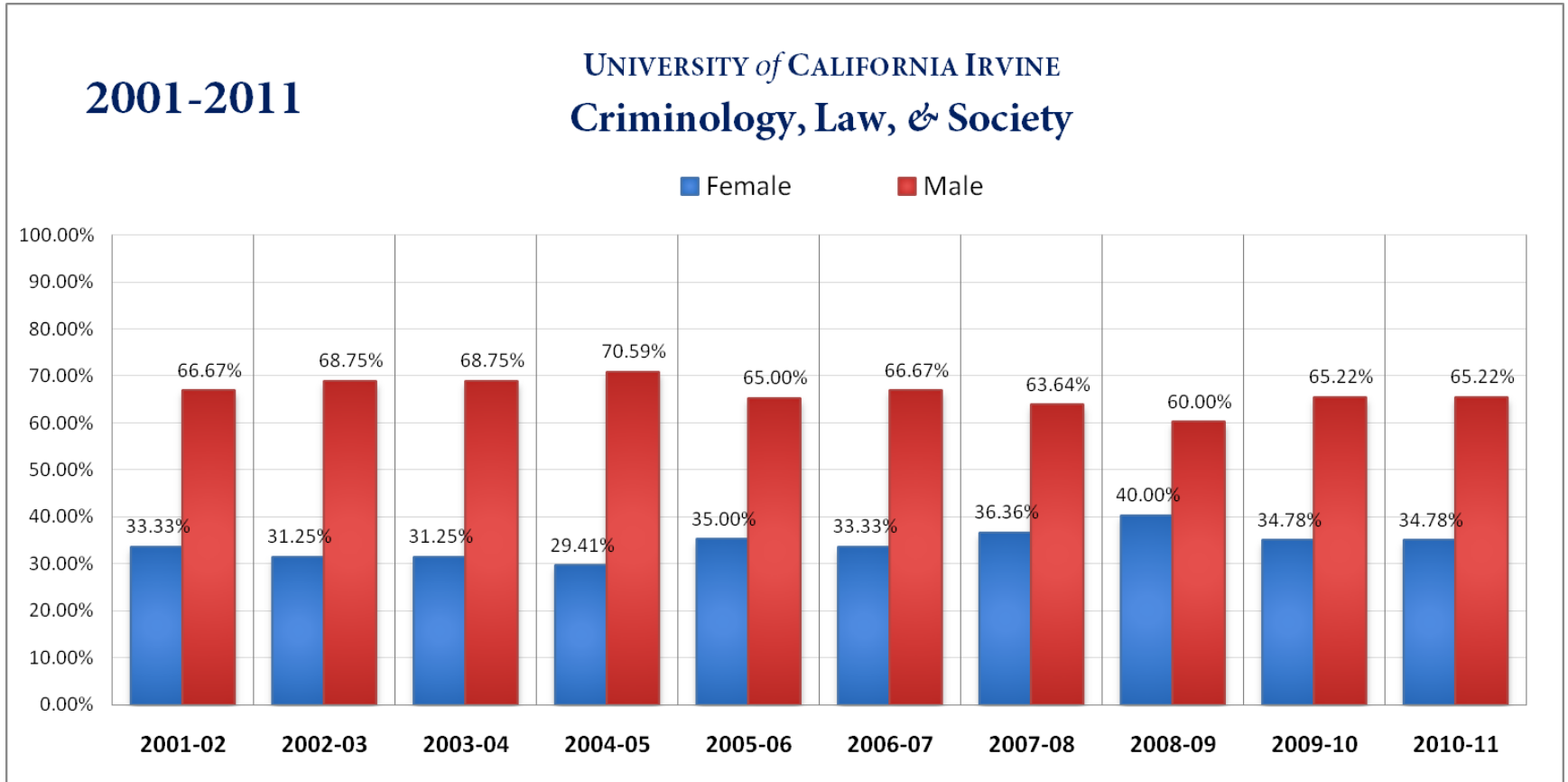
■ Underrepresented* ■ Asian ■ White ■ Declined to State



Source. Charts from the UCI Advance Program for Equity and Diversity.



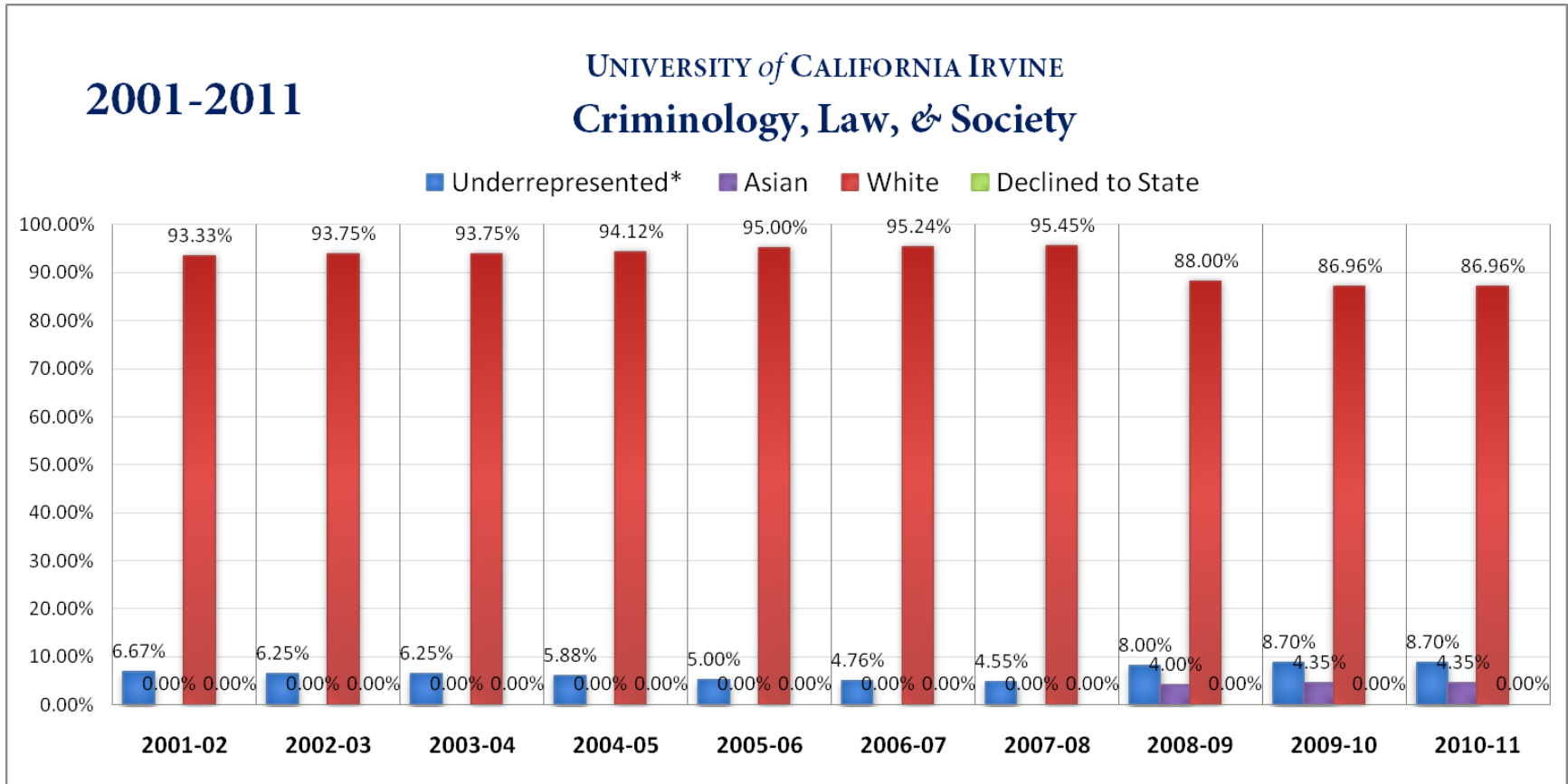
Department of Criminology, Law & Society Faculty Headcount by Gender



Source: UCI Advance Program for Equity and Diversity



Department of Criminology, Law & Society Faculty Headcount by Ethnicity



Source: UCI Advance Program for Equity and Diversity.

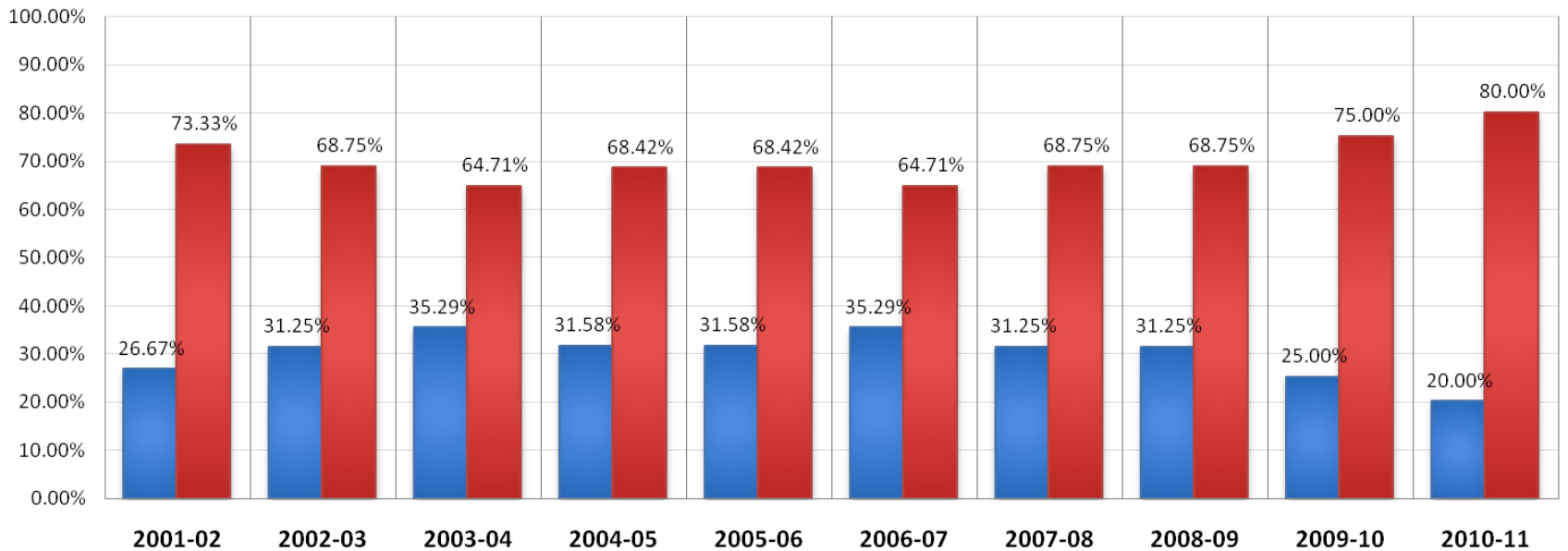


Department of Planning, Policy, & Design Faculty Headcount by Gender

2001-2011

UNIVERSITY of CALIFORNIA IRVINE
Planning, Policy, & Design

■ Female ■ Male



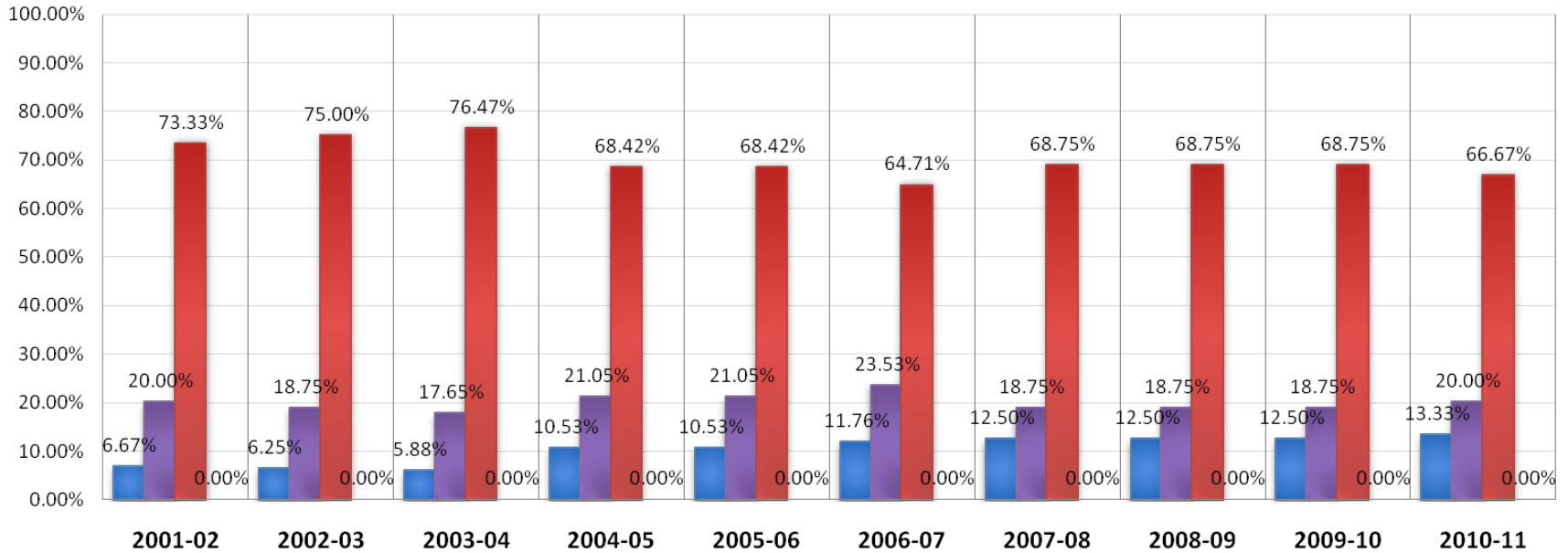


Department of Planning, Policy & Design Faculty Headcount by Ethnicity

2001-2011

UNIVERSITY of CALIFORNIA IRVINE
Planning, Policy, & Design

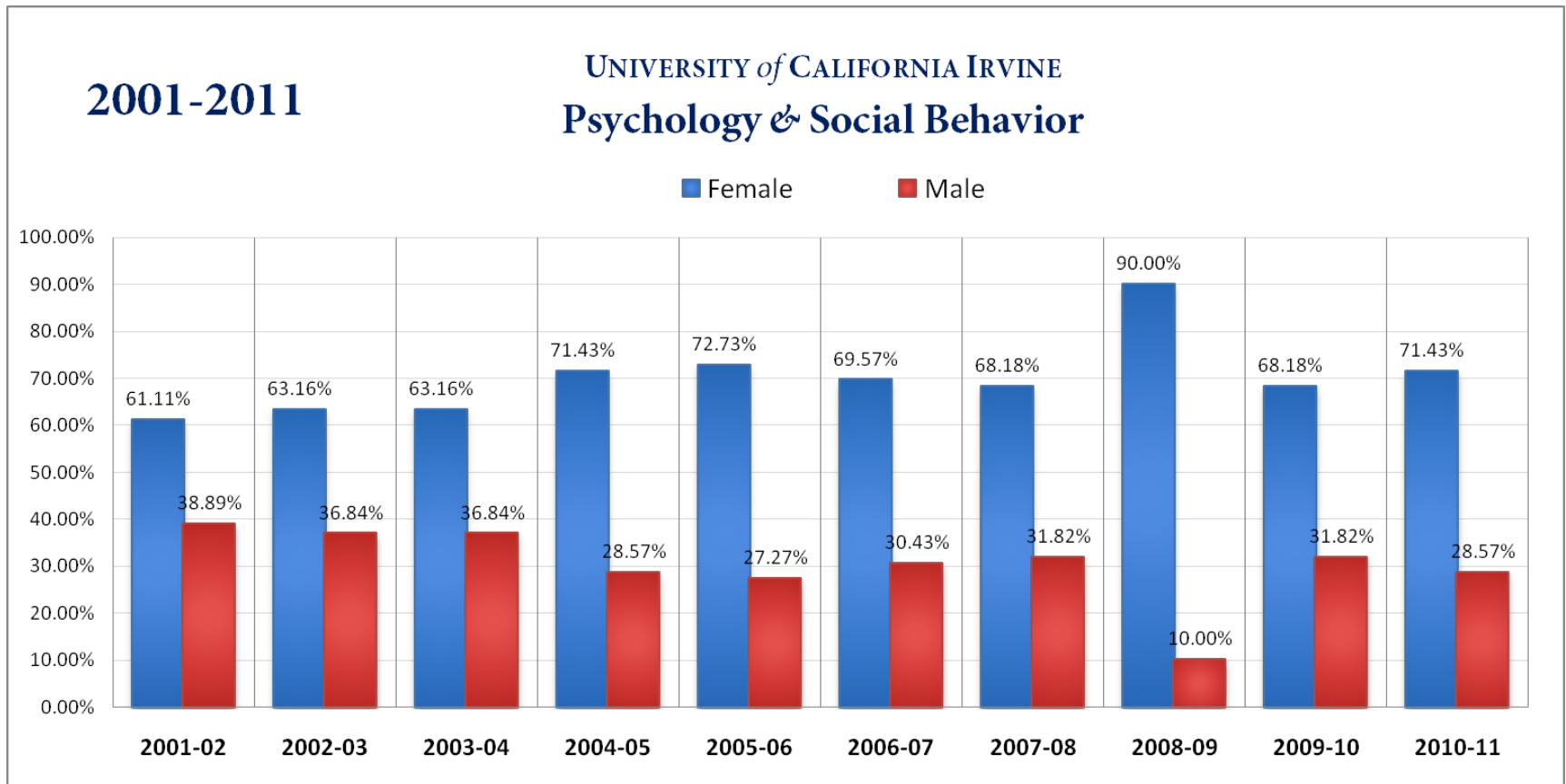
■ Underrepresented* ■ Asian ■ White ■ Declined to State



Source: UCI Advance Program for Equity and Diversity.



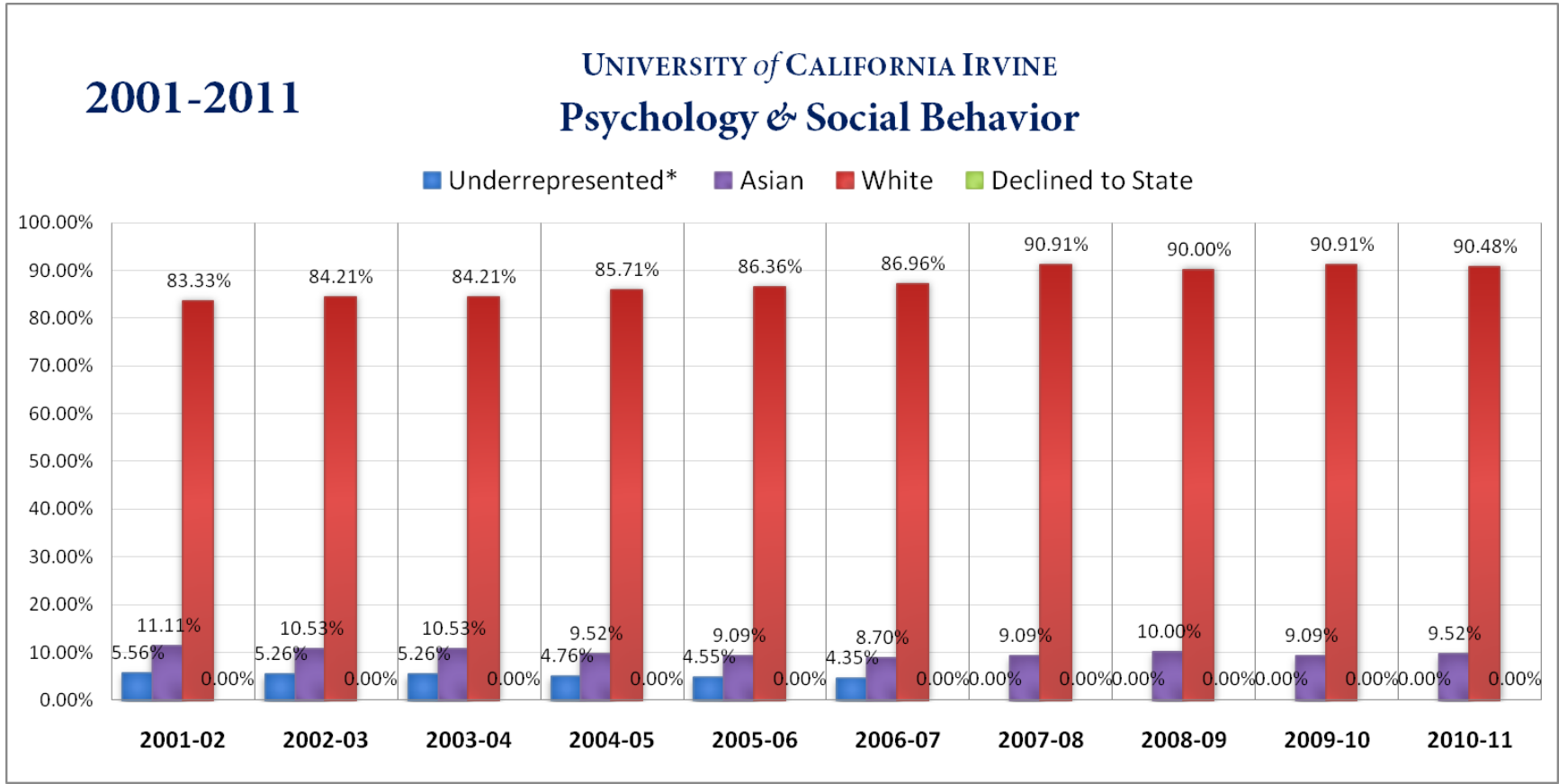
Department of Psychology & Social Behavior Faculty Headcount by Gender



Source: UCI Advance Program for Equity and Diversity.



Department of Psychology & Social Behavior Faculty Headcount by Ethnicity



Source: UCI Advance Program for Equity and Diversity.



“This can’t be right”





(Recent) History Repeats Itself



(Recent)
History Repeats Itself...at
the highest levels, too



Challenge #1:

The Workings of White Privilege



Eric Knowles, Assistant Professor, Psychology and Social Behavior, UCI

Question: How can individuals who espouse the ideal of equity tolerate egregious inequity?

Answer: One possibility is that individuals simply refuse to acknowledge the existence of inequity.

However, these studies suggest another possibility: even if individuals acknowledge the existence of inequity, they still might not support policies to reduce it.*

* Brian S. Lowry, Chow, R.M., Knowles, E.D., and Unzueta, M.M. 2012. "Paying for Positive Group Esteem: How Inequity Frames Affect Whites' Responses to Redistributive Policies." *Journal of Personality and Social Psychology*, 102, 323-336.



Eric Knowles, Assistant Professor, Psychology and Social Behavior, UCI

ON THE WORKINGS OF WHITE PRIVILEGE...

- Embracing meritocracy as a distribution rule causes Whites to deny the existence of racial inequality.
- Whites who endorse meritocracy seek to regard themselves as high in merit, and they maintain this self-view by denying racial privilege.
- Preference for meritocracy better predicts denial of white privilege than anti-Black discrimination.

* Knowles, Eric D. and Brian S. Lowry. 2012. "Meritocracy, Self-Concerns, and Whites' Denial of Racial Inequality. *Self and Identity*, 11, 202-222.



On the Importance of Attributions.....





Challenge #2:

The Workings of UCI



PROFESSIONAL RECOGNITION AND ACTIVITY

Memberships

Honors and Awards

Invited presentations at educational, governmental institutions (or similar organizations)

Invited Presentations at Professional Meetings

Other Presentations at Professional Meetings

Professional Articles in this Period about you or Published Reviews of your Work (does not include publicity material)

***Diversity Activities Related to Creative Activities
(see APM 210)***



TEACHING

Courses Taught

Doctoral Students Supervised ((a) those who received their Ph.D.; (b) those who advanced to candidacy; (c) pre-dissertation committees; (d) other doctoral research supervision

Master's Thesis Students Supervised

Postdoctoral Scholars Supervised

Undergraduate Student Research Supervision

Other Research Supervision

Special Pedagogical Activities

Teaching Innovations and Materials

Diversity Activities Related to Teaching (see APM 210)



PROFESSIONAL SERVICE

Service to Professional Societies (committees, session chair, conference organizer, etc.)

Journal Editor / Membership on Journal Editorial Boards

Standing Member of Review Boards for Funding Agencies

Ad hoc Service as Reviewer of Manuscripts and Referee of Proposals

Consulting Activities

Diversity Activities Related to Professional Service (see APM 210)



OTHER SERVICE

University Service/Systemwide - Academic Senate,

Administrative Service; Senate Assembly; MRU, UCOP

University Service/Campus - Academic Senate and

Administrative Service:

University Service/School

University Service/Department

Community Service

Diversity Activities Related to Service (see APM 210)



Current (Recent) Effort



Social Ecology's Partnership with North Carolina Central University



James E. Shepard, Founder



The Departments of Psychology & Social Behavior and Criminology, Law, & Society -- together with our partner North Carolina Central University -- have secured funding for a “Summer Research Program in Social Ecology” through the UC-Historically Black Colleges and Universities (UC-HBCU) Initiative. Through this initiative, we are reaching out to four other campuses, too: Morehouse, Howard, Hampton, and Jackson State.



Institutional Collaborators

NCCU

- Dr. Agatha Carroo
- Dr. Debora Fortune
- Dr. Kenethia Fuller
- Dr. Jessica Ganao
- Dr. David H. Jolly
- Dr. Jonathan Livingston
- Dr. Pamela Martin
- Dr. Harvey McMurray
- Dr. LaVerne Reid
- Dr. Seronda Robinson
- Dr. Sandra Waters

UCI

- Dr. Susan Coutin
- Dr. Pete Ditto
- Dr. Wendy Goldberg
- Dr. Jodi Quas
- Dr. Carroll Seron
- Dr. Roxane Cohen Silver*
- Dr. Susan Turner
- Dr. Geoff Ward**

* PI



** Co-PI





Back to Work... so we can make history!



1940s Texas



Hazleton, Pennsylvania, 2007

Source: Photo by Carolyn Kaster Associated Press, apimages@ap.org



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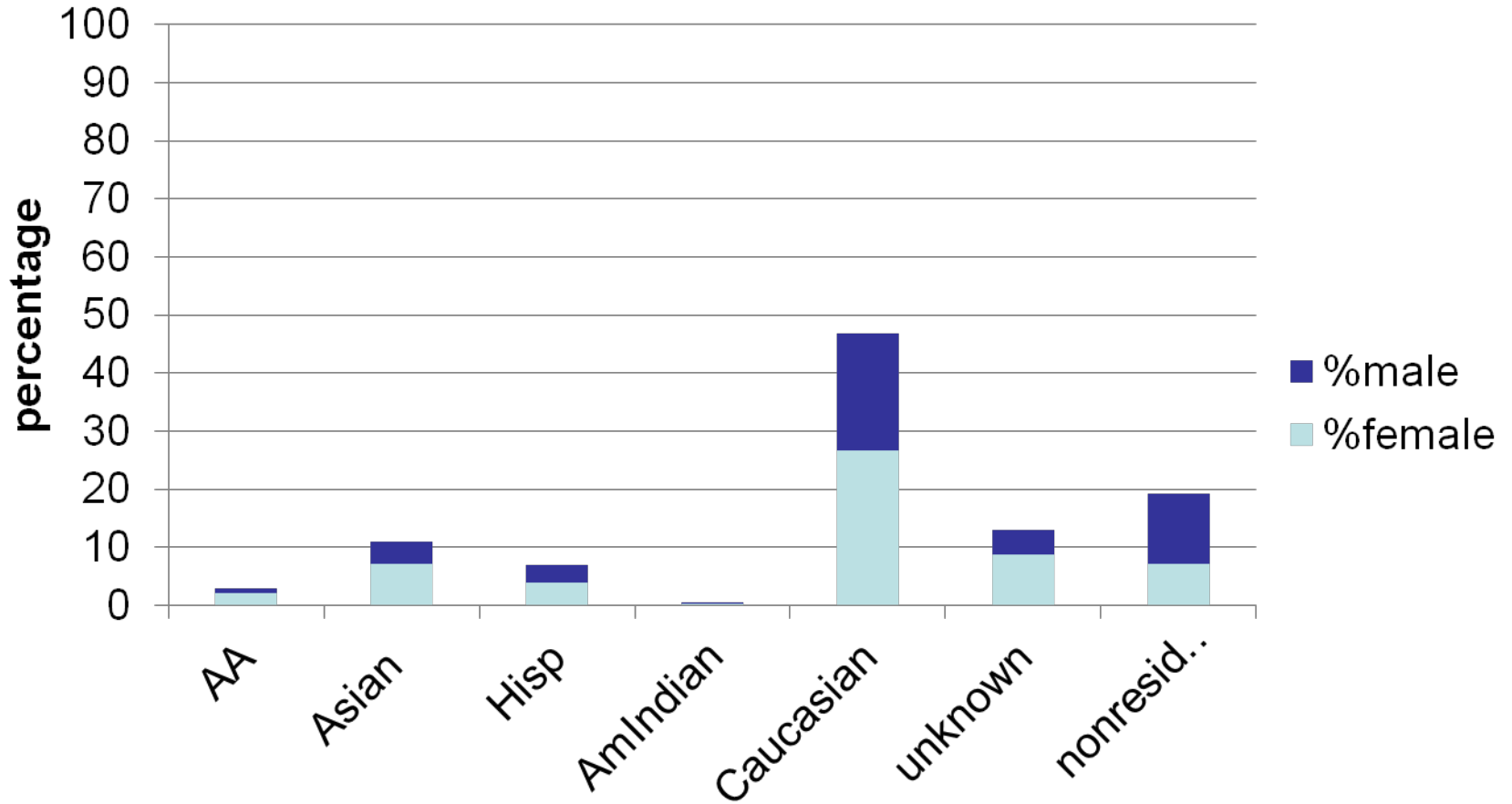




Additional slides for discussion, if need be



UC Systemwide Ph.D.s awarded in Social Sciences/Psych 2010-11 (n = 582)

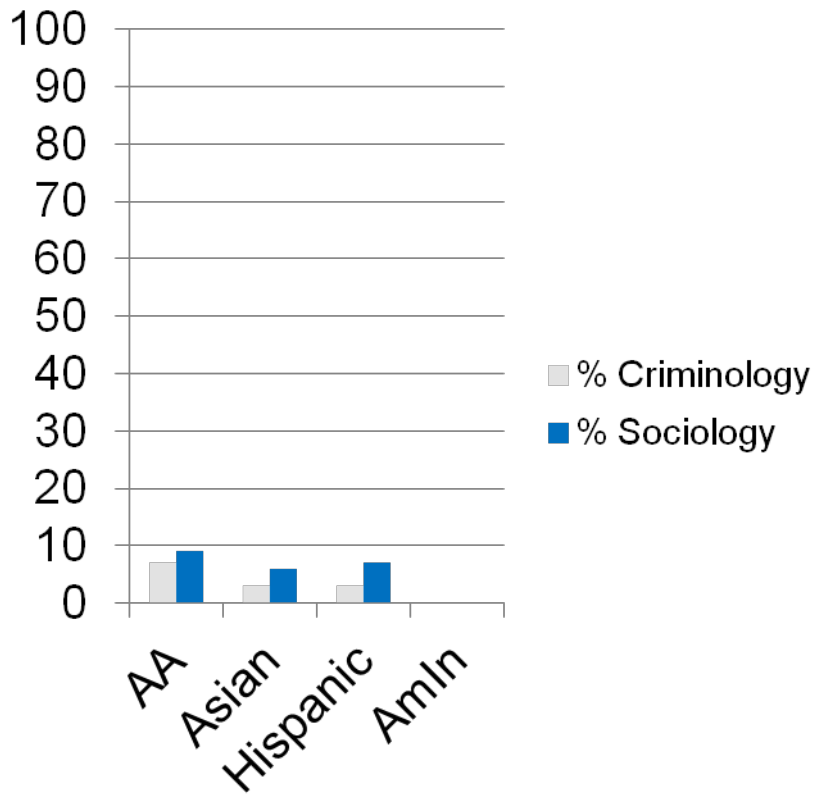


Source: UC Faculty Diversity Report 2012.

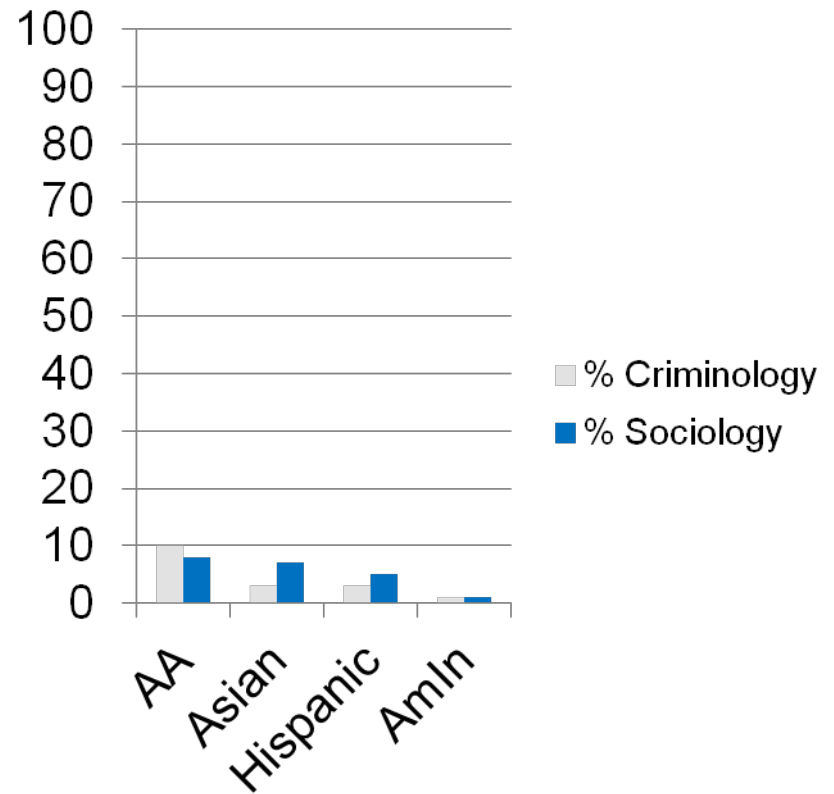


National Availability Data: CLS

% URM Untenured



% URM Tenured

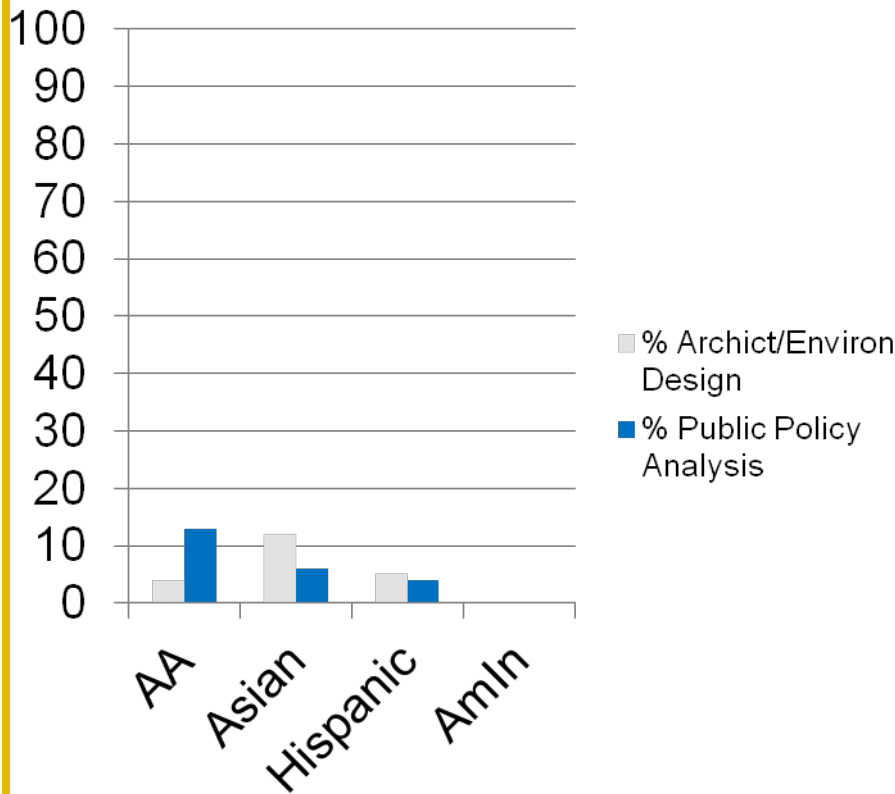


Source: UCI Office of Equal Opportunity and Diversity (based on NSF-Funded National Survey of Earned Doctorates).

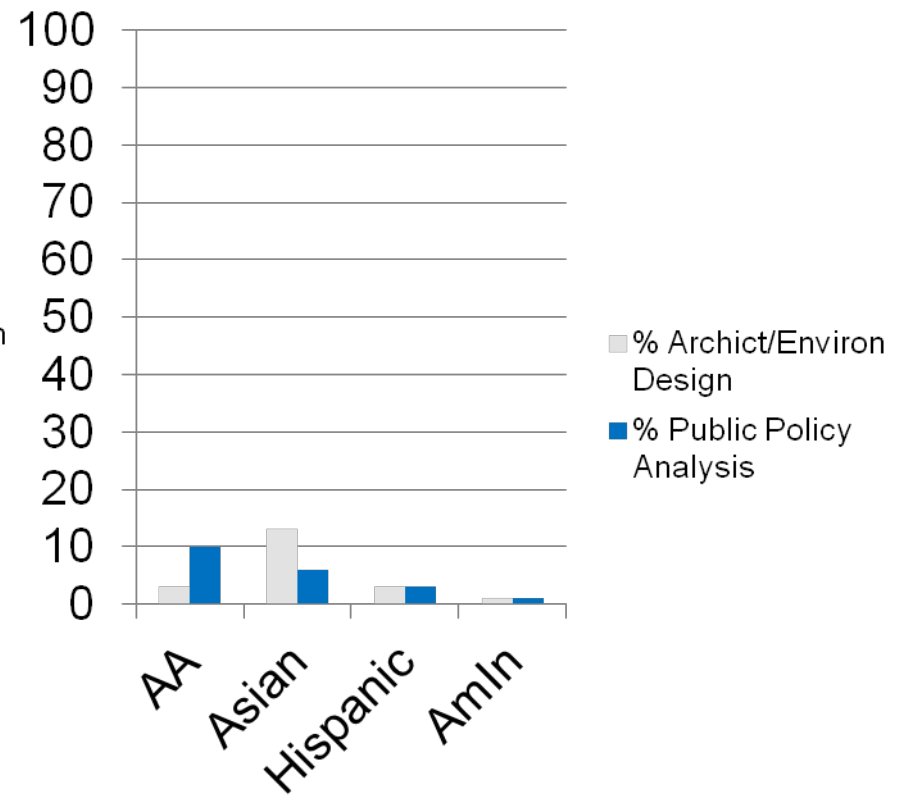


National Availability Data: PPD

Untenured



Tenured

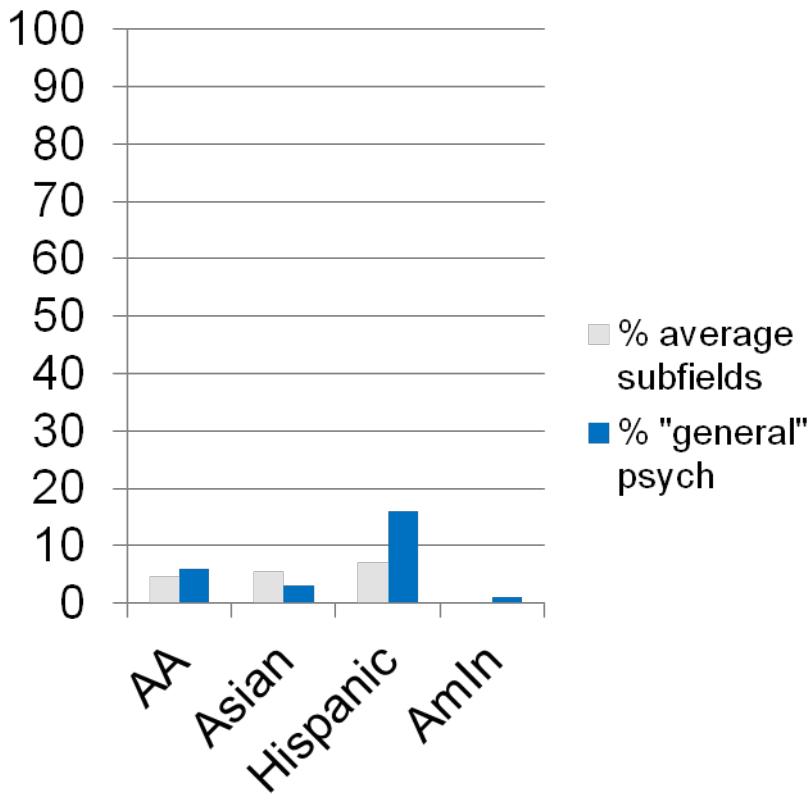


Source: UCI Office of Equal Opportunity and Diversity (based on NSF-Funded National Survey of Earned Doctorates).

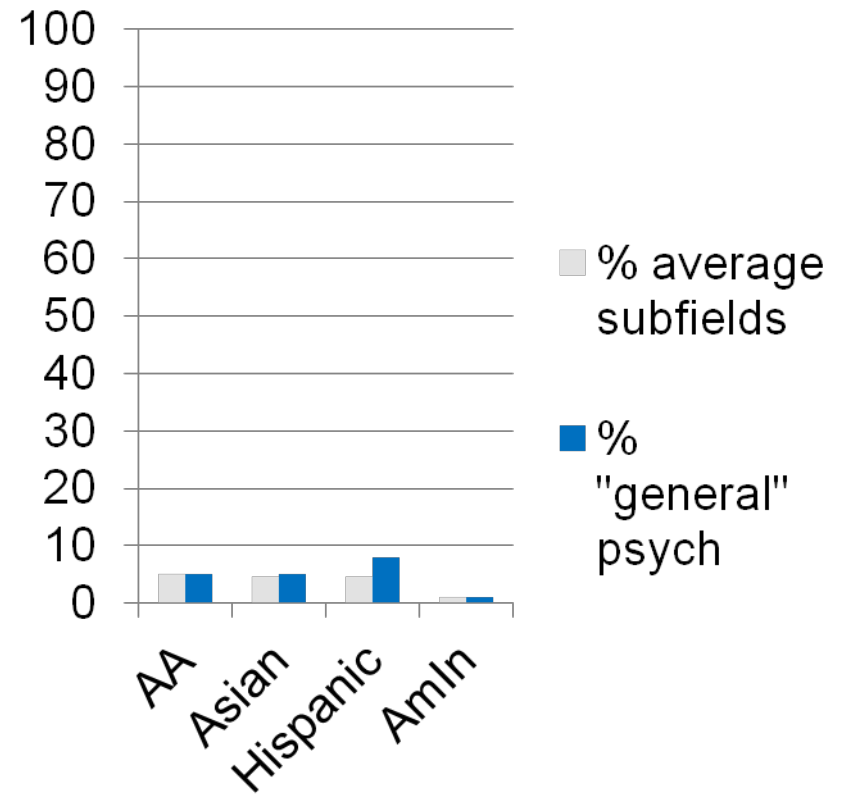


National Availability Data: Psychology*

Untenured



Tenured

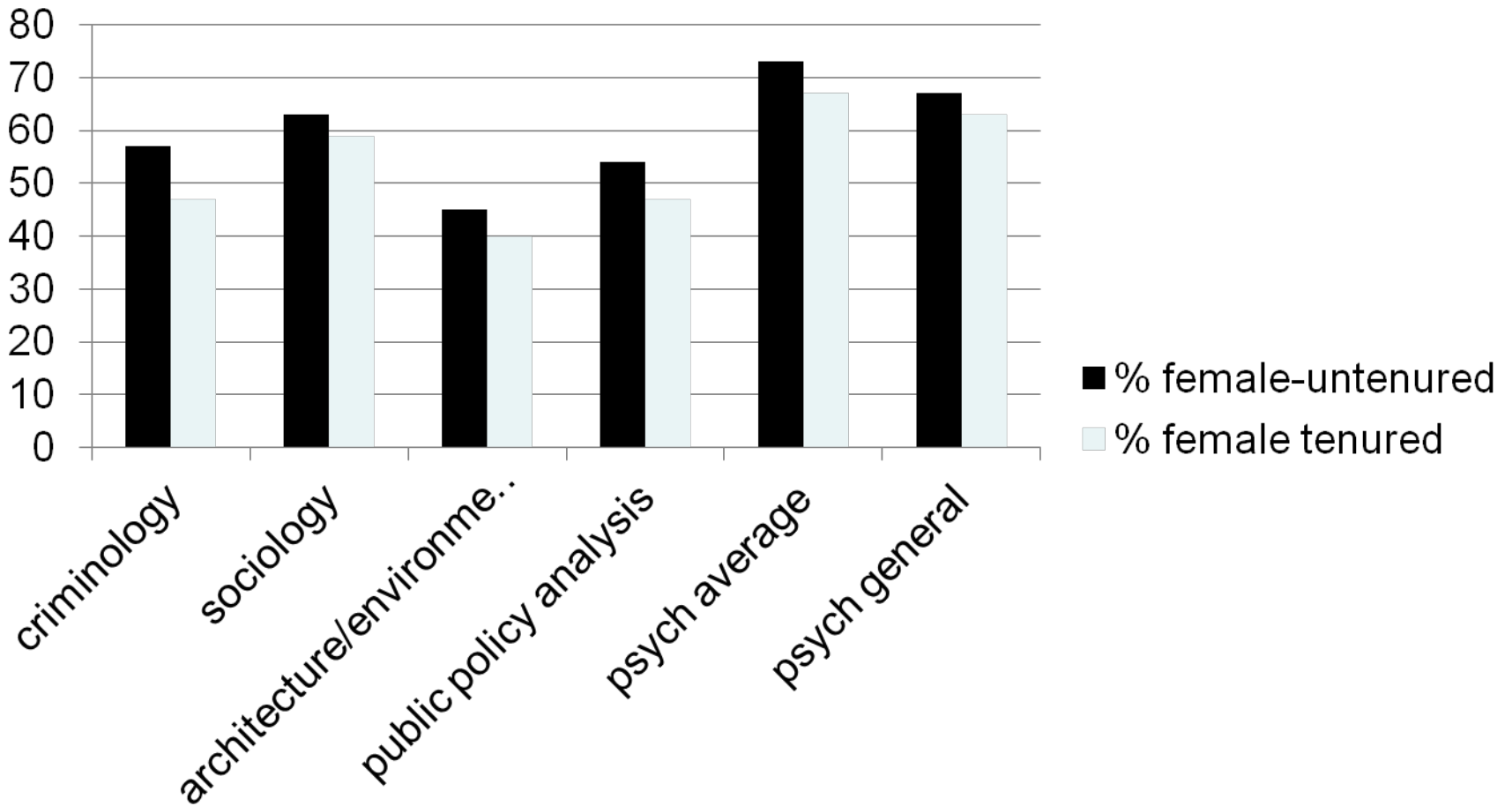


* Includes developmental, physiological, social; general.

Source: UCI Office of Equal Opportunity and Diversity (based on NSF-Funded National Survey of Earned Doctorates).



National Availability Statistics, % female untenured and tenured



Source: UCI Office of Equal Opportunity and Diversity (based on NSF-Funded National Survey of Earned Doctorates).