

# **DIVERSIFYING THE FACULTY: WOMEN AND UNDERREPRESENTED MINORITIES (URM)**

## **A Focus on Science and Engineering**

**Rosina M. Becerra**

**UCLA Vice Provost**

**Faculty Diversity & Development**

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**[www.faculty.diversity.ucla.edu](http://www.faculty.diversity.ucla.edu)**

# Key Issues in Recruiting Women & URM

- **Availability**
- **Bias (Implicit/schemas/diversity vs excellence etc)**
- **Legal**
- **Scarce Resources (none or few hiring lines)**
- **Dual Career Academic Partners**

# STARTING WITH THE ENVIRONMENT

Proposition 209

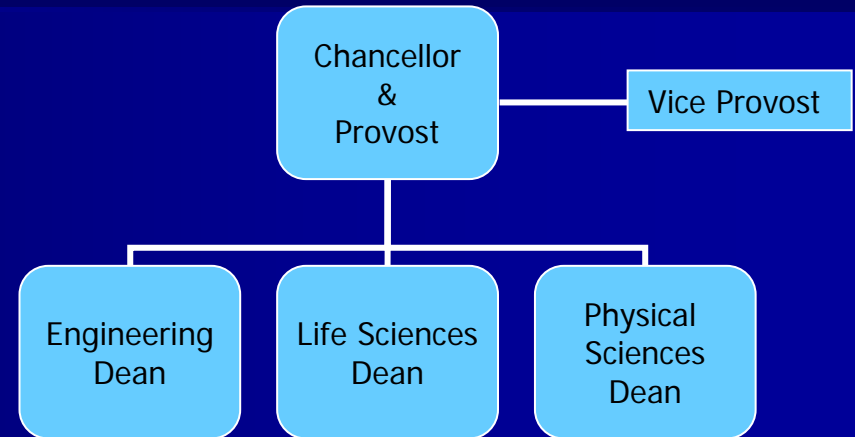
CA. Law



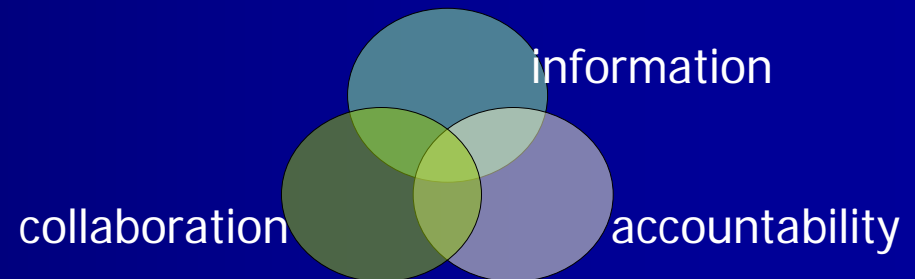
Resources



Leadership



CIA

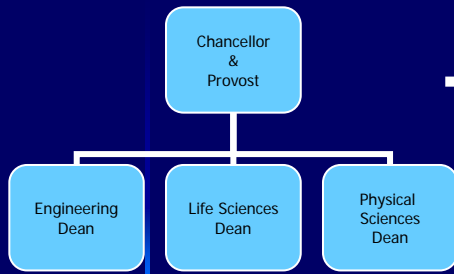




# Recruitment and Hiring of Women & URM: California and Federal Law

- **Affirmative Action vs Prop 209**
- **Includes similar laws in Washington, Michigan**
- ***Requires information and leadership***

# The Role of Leadership

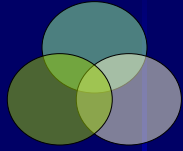


- **Leadership from the top: A critical component to advancing diversity (Regents, chancellors, Deans, chairs).**
- ***More than words: Resources, programs, accountability***



# RESOURCES

- **Staffing**
- **Funds to help support potential hires**
- **Hiring lines**
- **Operating funds for programs/development**
- **Joint programs**



# BRINGING IT TOGETHER: COLLABORATION, INFORMATION AND ACCOUNTABILITY

## A focus on Women and URM in STEM

- Search Processes monitored
- ***Key Issues in STEM: Availability Data, Advertisements***

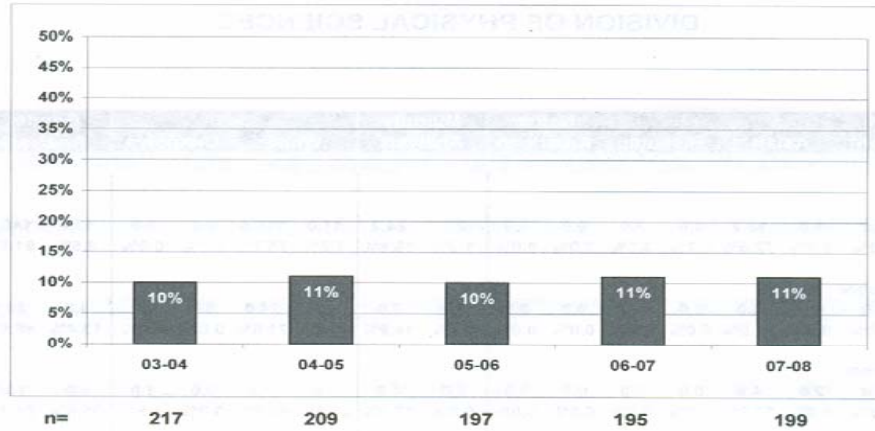
### DIVISION OF PHYSICAL SCIENCES

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	1.0	19.2	1.0	5.0	0.0	0.0	2.0	24.2	11.0	116.0	0.0	0.0	13.0	140.2	153.2
	0.0%	0.0%	0.7%	12.5%	0.7%	3.3%	0.0%	0.0%	1.3%	15.8%	7.2%	75.7%	0.0%	0.0%	8.5%	91.5%	100.0%
<b>Associate Professor</b>	0.0	1.0	0.0	4.0	0.0	0.0	0.0	0.0	0.0	5.0	4.5	24.0	0.0	0.0	4.5	29.0	33.5
	0.0%	3.0%	0.0%	11.9%	0.0%	0.0%	0.0%	0.0%	0.0%	14.9%	13.4%	71.6%	0.0%	0.0%	13.4%	86.6%	100.0%
<b>Assistant Professor</b>	0.0	0.0	2.0	4.0	0.0	0.0	0.0	0.0	2.0	4.0	6.0	9.3	0.0	1.0	8.0	14.3	22.3
	0.0%	0.0%	9.0%	17.9%	0.0%	0.0%	0.0%	0.0%	9.0%	17.9%	26.9%	41.7%	0.0%	4.5%	35.9%	64.1%	100.0%
<b>Total Ladder</b>	0.0	1.0	3.0	27.2	1.0	5.0	0.0	0.0	4.0	33.2	21.5	149.3	0.0	1.0	25.5	183.5	209.0
	0.0%	0.5%	1.4%	13.0%	0.5%	2.4%	0.0%	0.0%	1.9%	15.9%	10.3%	71.4%	0.0%	0.5%	12.2%	87.8%	100.0%

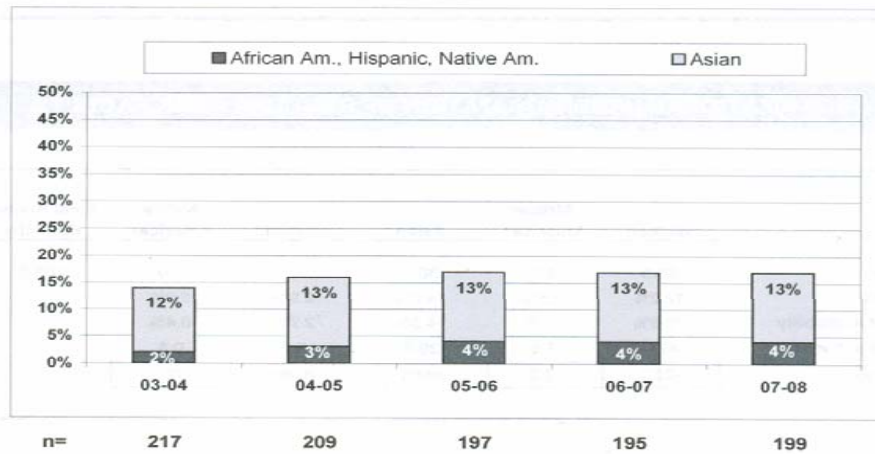
### ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

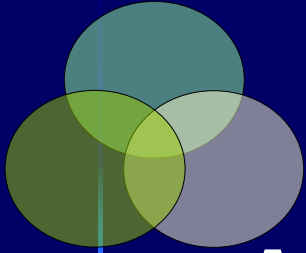
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	25.5	1.0	30.2	6.0	0.0	208.0
% of Faculty	12.2%	0.5%	14.5%	2.9%	0.0%	
Estimate of Availability	22.8%	1.7%	14.3%	2.7%	0.4%	
Expected # of Faculty	47.7	3.5	29.7	5.6	0.8	
Underutilization	-22.2	-2.5	none	none	-0.8	

Percent Women



Percent Minorities





- **Availability Data** – provided for departments and specialty fields at UCLA. (Percent of doctorates awarded to women and racial/ethnic groups in a particular field each year {*untenured positions*} and percent of earned doctorates by women and racial/ethnic members in a 15 year span, e.g. 1983-1998).
- Annual statistical monograph noting underutilization of women and minorities for each department.

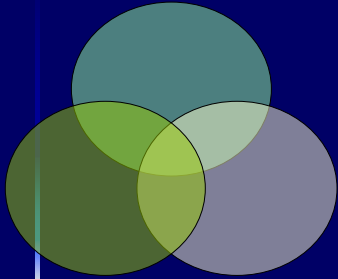
**UCLA is committed to building a more diverse faculty, staff, and student body as it responds to the changing population and educational needs of California and the nation.**

**UCLA seeks to recruit and retain a diverse workforce as a reflection of our commitment to serve the people of California, to maintain the excellence of the University, and to offer our students richly varied disciplines, perspectives and ways of knowing and learning.**

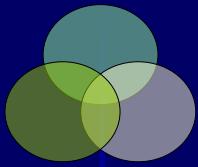
**The Department is particularly interested in candidates who have experience working with students from a diverse background and a demonstrated commitment to improving access to higher education for disadvantaged students.**

**The Department is particularly interested in individuals with a history of promoting diversity. Experience in mentoring women and minorities in STEM fields is desired.**

**UCLA and the (department/program) are interested in candidates who are committed to the highest standards of scholarship and professional activities, and to the development of a campus climate that supports equality and diversity.**

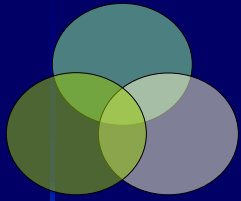


- How to monitor each search: Partnership with Dean (meet 2-3 times per quarter, Faculty Diversity Advisor, meet with chairs).
- ***Selection of candidates must be from broad and inclusive pool.***
- Provide financial support for women & URM potential hires.



## OTHER CONSIDERATIONS

- **Women & URM groups of interest (WISE, Ethnic Centers, IPAM, etc)**
- **Dual Career Needs**
- **Child Care/Schooling**
- **Housing**



# Accountability

- **APM 245 Review of Chairs – Annual Diversity Report and Future Plans to Dean**
- **APM 240 Review of Deans – Annual Diversity Report and Future Plans to Provost and a component of five year review.**
- **Component of Campus Academic Plan, now under review**
- **Campus wide diversity plan in progress.**
- **Chancellors' Report to UC Pres. includes diversity**
- **UC President's Report Diversity Report to Regents**

# Key Elements for STEM Recruitment

- **Diverse Search Committee**
- **Search Training**
- **Availability Data**
- **Wording for Ad**
- **Family Friendly Programs**

# Does it Work? A Few Successes in the Past Five Years

- **An increase from 5% women to 11% women in School of Engineering.**
- **First SENIOR Woman and first Chicano/Latino hires in Mathematics (has dramatically changed the climate)**
- **Two major prestigious endowed chairs awarded to women in Physical Sciences**
- **Physiological Science doubled women and URM in past three years (8.5% women to 18% women & URM)**
- **In 2007-08, 76 new hires, 41% women, 18% minorities. About 1/2 in STEM.**