



## **BUREAU OF STATE AUDITS REPORT ON GENDER EQUITY AT UC**

The University of California welcomes the findings of the Bureau of State Audits recently released report on faculty gender equity issues at UC. Although the report confirms that the University hires women at a percentage close to the national adjusted applicant pool and awards equitable salaries to men and women at hire, UC recognizes that more needs to be done to pursue long-term solutions to gender equity concerns on campus.

### **Hiring of Female Faculty**

Faculty hiring decisions are perhaps the single most important exercise of academic judgment by our faculty and academic administration. UC concurs with the audit findings that some academic departments are doing better than others in making efforts to improve equal opportunity for women in their hiring practices. UC will work with academic departments in implementing the audit recommendations to ensure that all hiring efforts reflect "best practices" for providing equal opportunity for women. It is important to note however, that an overall gender gap persists in part because of current academic needs that require UC to hire a limited number of professors in fields traditionally most dominated by women, such as education, and a large number from male-dominated fields like engineering. UC also shares the auditors concern about the decline in the proportion of newly hired women faculty since changes in state law in the mid-nineties limited the University's affirmative action programs.

In response to the findings, UC wants to further ensure that our own academic personnel practices do not directly or indirectly discriminate on the basis of gender and will make every effort to minimize societal barriers that may prevent women from pursuing academic careers. In pursuit of these objectives, UC has issued affirmative action guidelines for faculty searches and implemented additional procedures designed to ensure equal opportunity within the law, examined the academic career path to address potential barriers for women faculty, developed programs to encourage women to enter into academic fields where they are under-represented, and engaged campus leadership in the discussion of the benefits of diversity.

### **Female Faculty Salaries**

The University of California is pleased that the audit report concluded that factors other than gender, such as the requisite high salaries in such male dominated fields as engineering, appear to cause any salary disparities that exist between male and female new hires. Nevertheless, UC will continue monitoring salaries in accordance with the recommendations to maintain gender equity in faculty salaries. Campuses also will implement academic career review procedures to ensure that salary equity is maintained throughout each faculty member's career.

### **National Availability of Female Ph.D.s**

The report demonstrates that when estimates of available candidates with Ph.D.'s are adjusted to reflect the pool that the University of California actually hires from, the availability of women in this pool (33%) is only slightly higher than the rate at which the University of California hires new women professors (29%). This adjusted UC availability pool takes into account that UC hires from an international pool of doctoral recipients which has fewer women than the national pool; hires a significant number of senior level faculty who obtained their degrees when there were fewer women pursuing doctoral study; and hires in a particular mix of disciplines which contains a higher proportion of male dominated fields such as math and engineering. The findings confirm UC's understanding that when the data are adjusted to reflect the percent of women in the actual pool from which UC hires, the apparent gender disparity noted at the beginning of the report diminishes substantially.

UC will continue to work towards expanding the number of women in the pool of available faculty members by encouraging women to enter graduate study, by creating a database of UC graduate students so UC can better recruit from its own potential faculty pool and by promoting family-friendly academic personnel policies and expanding campus childcare facilities.