

**Testimony to State Senate Select Committee on Government Oversight**  
**Richard C. Atkinson, President, University of California**  
**February 19, 2003**

Thank you, Senator Speier and the Committee for inviting me here to speak to you on behalf of the University of California. I want to begin by acknowledging the tremendous work you have done with the University of California to support us in addressing faculty gender equity issues.

**University of California President's Summit on Faculty Gender Equity**

I am especially appreciative of your participation in our Summit on Faculty Gender Equity held last November. That event was an important focal point for senior women faculty and academic administrators from all campuses. Your advocacy, along with the discussion and recommendations that were shared with me at the Summit, have been instrumental in guiding UC initiatives to address gender equity.

Early this month, I wrote to the Chancellors, sending them a copy of the Report of the Summit Proceedings and conveying my commitment to an equitable and inclusive University of California for the next generation of faculty and students. I asked the Chancellors to make gender equity a campus priority and to engage their Academic Senates in a partnership to develop effective solutions for our future. I provided a copy of the Summit report to The Regents, the systemwide Academic Council, and to you, so that all parties can participate in the efforts in responding to the recommendations of the Summit participants. Information about the Summit can be found at:  
<http://www.ucop.edu/pressummit/>.

**Progress Report on the Recommendations of the Bureau of State Audits**

In addition, over the past two years, I have provided you with copies of every progress report prepared by the University of California in response to the Bureau of State Audits May 2001 report on faculty hiring. The most recent report, issued last November, demonstrated that each campus has reviewed faculty recruitment and appointment procedures and implemented a wide array of initiatives to ensure that hiring procedures are inclusive and equitable.

**Report on Faculty Hiring Data**

I am aware, however, that policies and procedures are only as good as the results. Since the last hearing, the University of California announced the appointment of France Córdova as the Chancellor of the Riverside campus and the third woman chancellor in our 10-campus system. In addition, recent reports show a continued increase in the hiring of women faculty systemwide for the last academic year, 2001-02.

As you know, after the 1999-00 academic year, we were concerned over figures reflecting that only 25% of our new faculty hires were women. Last year, we reported to

you that in 2000-01, the number of women hired at UC increased dramatically and the proportion of women among new faculty hires increased substantially to 30%. The number of women faculty hired systemwide has increased again this year, although not as dramatically as last year. The proportion of women among new faculty hires has continued to increase to 31.2% in 2001-02.

It is interesting to look at these data in the context of similar data from the University of California's comparison institutions. Over a five-year period, from 1995-2000, UC hired a slightly lower percentage of women into tenure track faculty positions (29.7%) than a group of nine comparison institutions (31.9%). In that group, UC hired a higher percentage of women faculty than the private comparison institutions (24.7%) and a lower percentage of women faculty than the public comparison institutions (33.1%). When we look at the overall number of women currently on our faculty, the University of California has a higher percentage of women overall (24.2%) than the average of our Comparison Eight research institutions (23.4%). The percentage of women at the University of California is much higher than at institutions such as Stanford (20.3%) and MIT (16%).

While this year's hiring of women faculty is an increase over last year and indicates that the trend continues in the right direction, I recognize that the University of California still has not returned to the level of hiring women faculty that existed prior to the passage of the UC Regents' Resolution SP-2 in 1995 and Proposition 209 in 1996. I am fully aware of the need for continued attention to faculty hiring and recruitment procedures to ensure the full participation of women among our faculty.

I have also noted that the percentage of women hired into non-tenured (assistant professor) positions has decreased since last year, from 36.7% in 2000-01 to 34.5% in 2001-02. This is of concern to us, as assistant professors are an important pool from which we draw our tenured faculty.

However, this drop was more than offset by a substantial increase in the hiring of women into full professor positions, which increased from 18.5% in 2000-01 to 27.1% in 2001-02. I am encouraged by this increase because this is a much more difficult pool from which to recruit women and other underrepresented faculty. Our success here reflects tremendous efforts that should be evident in future hiring at all levels. In addition, the representation of women in senior faculty positions is critical because these are the faculty who provide the academic leadership for the University, both in research activities and in governance through Senate committees and administrative appointments.

In addition to the systemwide totals, I would like to draw your attention to some of the campuses that have shown particularly remarkable results this year. The Berkeley campus increased hiring of all women faculty from 27% to 32% and assistant professors from 30% to 37% between 2000-01 and 2001-02. The Davis campus showed a continued steep trajectory of improvement, from 13% in 1998-99, to 26% in 1999-00, to 32% in 2000-01, to 42% in 2001-02.

The results on the Berkeley and Davis campuses show clearly that campus efforts to address these issues have made a difference. In addition, the success on these individual campuses helps inform the strategies for other campuses and provide us with “real world” models for what works in the UC system. Data on UC faculty hiring by campus and by gender can be found at: <http://www.ucop.edu/acadadv/datamgmt/napp8402s.pdf>.

### **Hiring Data and Availabilities**

Whenever UC faculty hiring is discussed, there are questions about how many women are in the pool of candidates qualified for UC faculty positions, referred to as “the availability pool.” The availability of women for academic positions varies widely by field, with many more women in the arts and humanities and fewer women in science, math, and engineering. The availability of women for academic positions also varies by level of appointment, with more women available at the assistant professor ranks and fewer women available at the associate and full professor ranks. Variations in the discipline and rank of hiring all faculty account for some of the annual variations in the hiring of women faculty.

The University of California conducts periodic studies, systemwide and by campus, to compare our hiring data with availability data in order to evaluate the adequacy of our faculty recruitment efforts. In the most recent study, the estimated availability of women for non-tenured faculty (assistant professor) positions over a three-year period was 44.2%, while the rate of UC hiring for those positions was 34.4%. The estimated availability of women for tenured faculty (associate and full professor) positions over the same period was 36.5 %, while the rate of UC hiring for those positions was 22.3%. Thus, at the junior and senior levels, further study is needed to determine why women are being hired at less than the rate of their estimated availability.

One such study conducted by my office in the past year looked at the number of women in pools of postdoctoral research scholars, an appointment that is a necessary prerequisite for faculty in most scientific fields. Although the results varied by field and rank, in some instances—for example, UC hiring at the non-tenured level in biology and psychology—the lack of women among UC faculty hires is explained by a lack of women in the postdoctoral scholar pool.

The availability data tell us that there is a need to focus additional attention on increasing the participation of women at every level in fields where they are underrepresented nationally in order to increase overall gender parity among faculty at the University of California. Data on UC faculty hiring by field and by gender can be found at: <http://www.ucop.edu/acadadv/datamgmt/napp1.pdf>.

### **The UC Irvine ADVANCE Grant**

One important part of the University of California’s strategy to address the participation of women in science and engineering is exemplified by recent efforts at the Irvine campus. Last year, UC Irvine was the recipient of the prestigious ADVANCE Program Institutional Transformation Award sponsored by the National Science Foundation (NSF)

to increase the participation and advancement of women scientists and engineers in academia.

The UC Irvine award, featured in the October issue of *Science* magazine, allowed the campus to restructure search committees and appoint an equity advisor at each school to monitor faculty hiring and assess progress in “the development and maintenance of an equitable environment for all faculty.” The strategy has been very successful in recruiting women to the higher ranks of academic leadership at UC Irvine: six of 10 deans on campus are currently women.

The program also has enjoyed the full support of the UC Irvine administration. Although only eight of 10 schools were eligible for the NSF funding, the campus provided funding for the remaining two (the School of Humanities and the School of Arts). If this program is successful at increasing the participation of women in fields such as Science and Engineering, it will be a valuable model for all of the UC campuses.

The systemwide administration at UC has endorsed the ADVANCE grant activities at Irvine and has supported three new proposals written by other UC campuses this academic year to receive funding from NSF in the next round of ADVANCE grants. The University of California presents a unique opportunity to be a laboratory for several strategies of institutional transformation, with the potential to provide a national model for achieving gender equity in higher education. More information about the UC Irvine ADVANCE program can be found at: <http://advance.uci.edu/home.html>.

### **Academic Climate**

I understand that it is not just numbers that tell the story about the status of women in higher education. UC must have academic personnel procedures that are fair and unbiased in every aspect. At my request, each campus has initiated a Career Review Program to give faculty members an opportunity to ask for a reevaluation of their career accomplishments and ensure that faculty are at the appropriate rank and step in accordance with our merit system.

I am also very concerned about reports on academic climate in our departments and schools and the need for strong institutional policies to accommodate the needs of faculty with family responsibilities. These issues were addressed in depth at the Summit on Faculty Gender Equity held last November.

As was discussed at the Summit, the University of California has been a leader in developing generous policies to address the family needs of faculty, including paid childbearing leave, active service/modified duties for childrearing, and the option to stop the tenure clock upon the birth of children during the assistant professor years. However, in response to reports from the Summit that some women faculty feel there are continued barriers to full utilization of these policies, I have made a strong statement to the Chancellors that they should redouble their efforts to ensure that these policies are widely disseminated and fully available to all faculty.

In addition, recently I have taken the initiative to strengthen our existing policies in two ways. First, I will initiate a revision to systemwide childbearing leave policies to clarify that every eligible faculty member is entitled to childbearing leave and active service/modified duties and that such accommodations are automatic for the academic term including or immediately following the childbearing.

Second, I have instructed the Chancellors to modify campus procedures to centralize funding for family leave and modified duties so that individual departments are not disadvantaged by faculty who utilize these policies. I understood from the Summit that when departments are required to pay for family-related teaching release time out of their own budgets, this is a burden for small departments and/or departments with larger numbers of women faculty. By changing the funding structure, departments have an incentive to ensure that all of their faculty take full advantage of these accommodations.

This latter initiative is modeled after a series of exemplary efforts undertaken by the Davis campus. UC Davis is one of the campuses that has taken the lead on this issue with their Work/Life Balance Initiative announced this year. In a directive issued by the Executive Vice Chancellor and Provost, Virginia Hinshaw, the Davis campus acknowledged that the recruitment and retention of outstanding faculty depends on having a strong support system for childbearing, child rearing, and child care.

Building on existing UC Academic Personnel Policies and in response to the recommendations of the UC Davis Committee on Work/Life Balance for Faculty, the campus has instituted specific steps to significantly improve and enhance the University's work/life policies as they affect the ladder rank faculty and other tenured teaching staff. The campus will provide central funding for one quarter of paid childbearing leave and one additional quarter of active service/modified duties for new parents of a single child (two quarters for multiple births). These accommodations also are available to adoptive parents. In addition, faculty may apply for deferral of normal personnel review (merit or promotion) to accommodate childbearing or adoption for up to two consecutive years without prejudice or penalty.

The UC Davis campus has appointed the Director of Faculty Relations to serve as a campus contact person for faculty parental leave questions and work with the Academic Senate to identify faculty who will act as mentors and provide advice to other faculty about parental leave issues. The Office of the Vice Provost - Academic Personnel, in consultation with the deans, will develop and implement a training program that addresses work/life balance issues during this academic year. A Campus Advisory Committee has been appointed to provide continuing advice on work/life issues and evaluate the impact of the Work/Life Balance Initiative actions described above.

I applaud these efforts for sending the clear message to faculty and academic administrators that the University of California will fully support family accommodation policies for faculty. These campus efforts are the necessary complement to the efforts we are making at the systemwide level toward an equitable and inclusive academic environment.

## **Campus Initiatives**

Davis is not the only campus taking initiative to address academic climate issues for women faculty. Every campus has strengthened their academic personnel systems to ensure equity and taken important steps to identify the barriers that may keep women from full participation in academic life.

The San Francisco campus conducted an extensive survey of all faculty on climate issues and appointed a task force to analyze the findings and make recommendations in response to potential problem areas. That task force is expected to issue its report shortly.

The San Diego campus completed a comprehensive study of gender equity in the past year and has taken steps to address problem areas in faculty recruitment and compensation.

The Los Angeles campus has appointed Rosina Becerra as Associate Vice Chancellor for Faculty Diversity and her office has become a force for change and leadership in addressing gender equity as an important dimension of faculty diversity.

At the Berkeley campus, Graduate Dean Mary Ann Mason and Associate Vice Provost Angelica Stacey are the principal investigators for a research group on family issues that has developed a comprehensive web-based survey for faculty on career and family issues that will provide important data for evaluating faculty career paths and family accommodation policies. My staff is currently working with the research group at Berkeley to modify the survey so that it can be administered to all faculty at UC. A copy of the survey can be found at: <http://gradresearch.berkeley.edu/workfamily.html>.

## **Sexual Harassment Prevention Policies**

While work/life issues and family accommodation policies are an important aspect of campus climate for women faculty, I understand that sexual harassment continues to be an issue of concern. At The Regents' meeting last month, we heard a presentation on policies in place to provide students, staff, and faculty with accessible procedures for bringing complaints of sexual harassment to the attention of the administration. Each campus has a designated Title IX Compliance Officer whose identity is widely publicized and who is responsible for information, training, and complaint resolution on sexual harassment.

It is the policy of the University, in compliance with Title IX and state law, to promptly investigate allegations of sexual harassment and take appropriate corrective action. We take these matters seriously and vigorously prosecute disciplinary action in cases where there is a violation of our policy. Although privacy interests protecting both the accused and the complainant often keep these matters from being public, we have dismissed faculty, staff, and students for engaging in sexual harassment and will continue to respond vigorously.

I am sure you are aware of a recent complaint at the Berkeley campus involving serious allegations of sexual harassment made against the Dean of the Boalt Hall School of Law. In response to the complaint, the campus administration launched an immediate investigation. As you know, the Dean resigned from both his administrative appointment and his faculty position. However, in the course of that investigation, additional allegations came forward regarding the adequacy of the campus sexual harassment complaint procedures and a complaint that women faculty at the law school had suffered retaliation. In response, the campus administration initiated a second investigation, using an outside investigator, to interview the faculty at Boalt and conduct a thorough review of the campus Title IX compliance program.

To further respond to the issues identified at the Berkeley campus, the University currently is engaged in a parallel review of the systemwide sexual harassment policy to ensure that adequate guidance is provided to the enforcement programs on each campus. The Academic Senate is also considering an amendment to the Faculty Code of Conduct to create a systemwide policy governing faculty-student relationships.

### **Academic Leadership**

The primary theme to emerge from the Summit on Faculty Gender Equity was the importance of academic leadership in establishing a climate of equity and inclusiveness among UC faculty. I take this recommendation very seriously and included in my remarks to The Regents at our January meeting the importance of gender equity to the continued excellence of the University of California as the leading public institution of higher education. This theme is central to my letter to the Chancellors accompanying the Summit report and I have asked each Chancellor to hold a follow-up forum so that the dialogue will continue. I am confident that academic administrators at all levels throughout the University of California understand the important role of leadership for our continued progress on these issues.

Again, I want to thank the Committee for your leadership in this area and the opportunity to participate in this important hearing.