



# Increasing UC's Faculty Diversity Through Comprehensive Data Collection and Recruitment Practices

## AGENDA

*Goals: To explore and analyze new data and developments in UC faculty recruitment data, and to build consensus for adopting most effective practices in data collection.*

- 9:00 – 9:30 a.m.**            **Continental Breakfast**
- 9:30 – 9:40 a.m.**            **Welcome/Goals for the Day**  
*Susan Carlson, Vice Provost, Academic Personnel, UCOP; Professor, UC Davis; and Principal Investigator, UC ADVANCE PAID*
- 9:40 – 10:10 a.m.**        **Updates: UC Recruit Governance Board Processes, Progress of the Data Group, and New Methodology for Defining International Faculty**  
*Nancy Tanaka, Executive Director, Academic Personnel, UCOP*  
*Matthew Xavier, Data Coordinator, Academic Personnel, UCOP*  
*Janet Lockwood, Manager, Academic Policy and Compensation, Academic Personnel, UCOP*
- 10:10 – 11:35 a.m.**        **New Methodologies for Gathering and Collecting Data to Enhance Faculty Diversity**  
*Analyzing the Effectiveness of the UC Faculty Recruitment Practices in Regards to Diversity— Marc Goulden, Program Evaluator; and Director, Data Initiatives, Faculty Equity and Welfare, UC Berkeley*  
*UCSC Faculty Retention Survey — Herbie Lee, Vice Provost for Academic Affairs; Campus Diversity Officer for Faculty; and Professor, UC Santa Cruz*
- 11:35 – 12:00 p.m.**        **Group Discussion on Morning Presentation Topics**  
*Facilitated by Anna Everett, Acting Associate Vice Chancellor of Diversity, Equity and Academic Policy; Professor and Director of Graduate Studies, UC Santa Barbara*
- 12:00 – 12:45 p.m.**        **Lunch**
- 12:45 – 1:00 p.m.**        **UC Recruit System Enhancements**  
*Max Garrick, Project Manager, Office of Information Technology, UC Irvine*
- 1:00 – 1:45 p.m.**            **From Research to Practice; Faculty Search Briefings at UCLA**  
*Susan Drange Lee, Director, Faculty Diversity & Development, UC Los Angeles*
- 1:45 – 2:30 p.m.**            **2011-12 University of California Faculty Search Data Results**  
*Matthew Xavier, Data Coordinator, Academic Personnel, UCOP*
- 2:30 – 3:15 p.m.**            **Group Discussion on Afternoon Presentation Topics**  
*Facilitated by Kimberlee Shauman, Associate Professor, UC Davis*
- 3:15 – 3:30 p.m.**            **Wrap-up**