

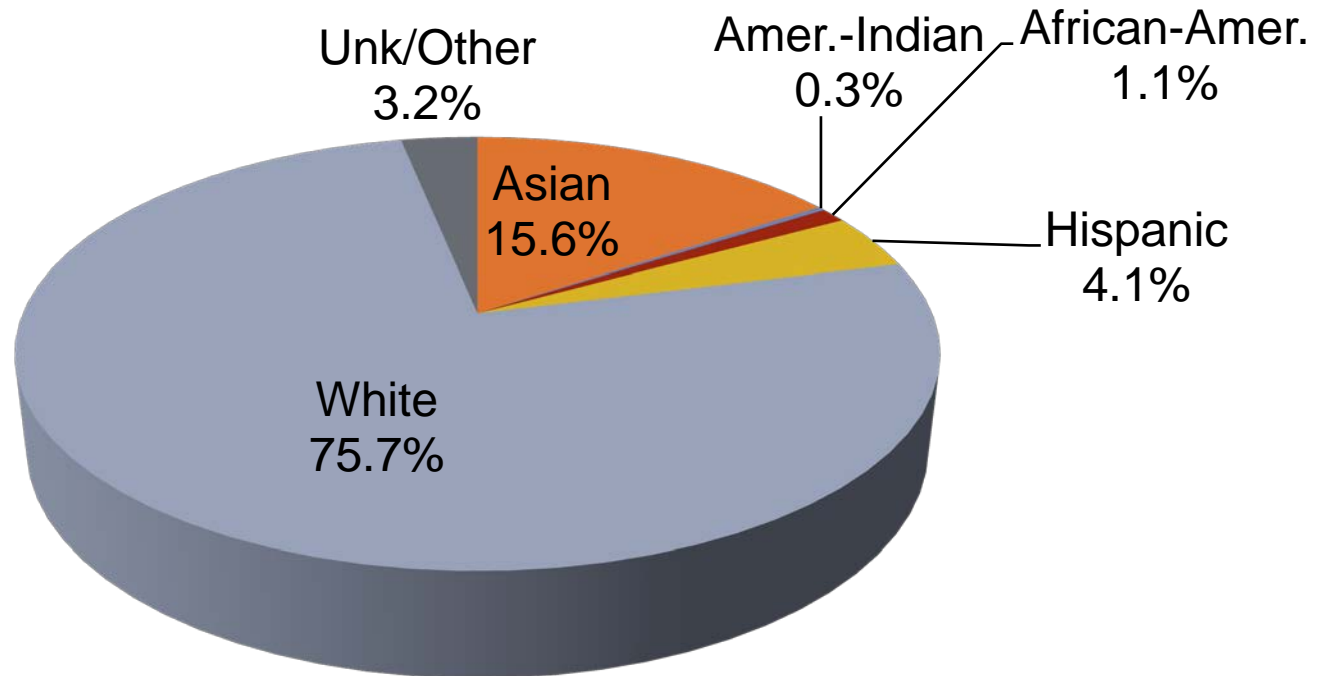
**USING RESEARCH AND DATA
TO IMPROVE THE FACULTY SEARCH PROCESS**

April 11, 2012

**ADVANCE GRANT WORKSHOP
UNIVERSITY OF CALIFORNIA**

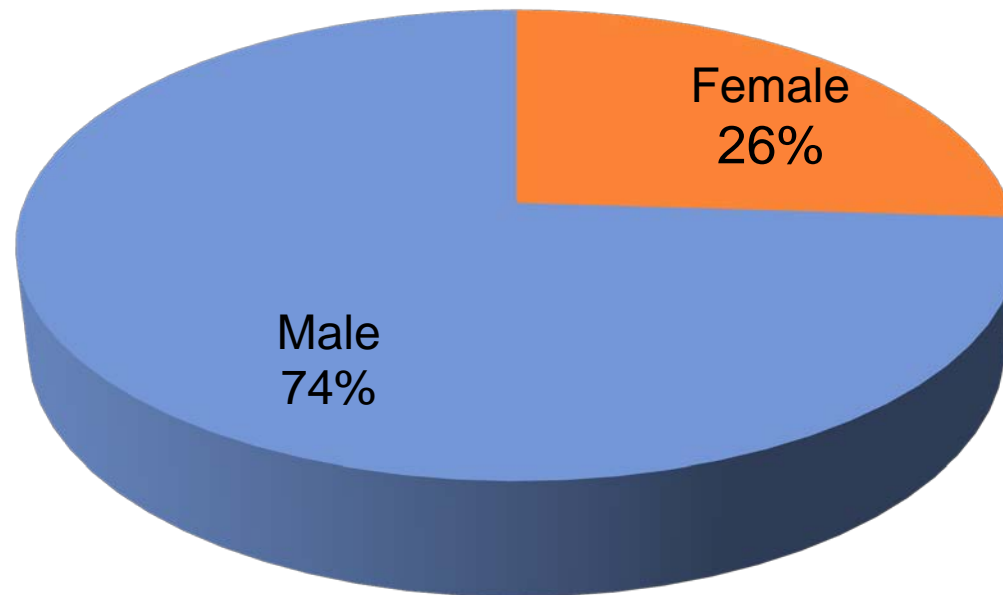


FACULTY SEARCH COMMITTEE MEMBERS BY ETHNICITY FOR OPEN STEM POSITIONS IN 2011



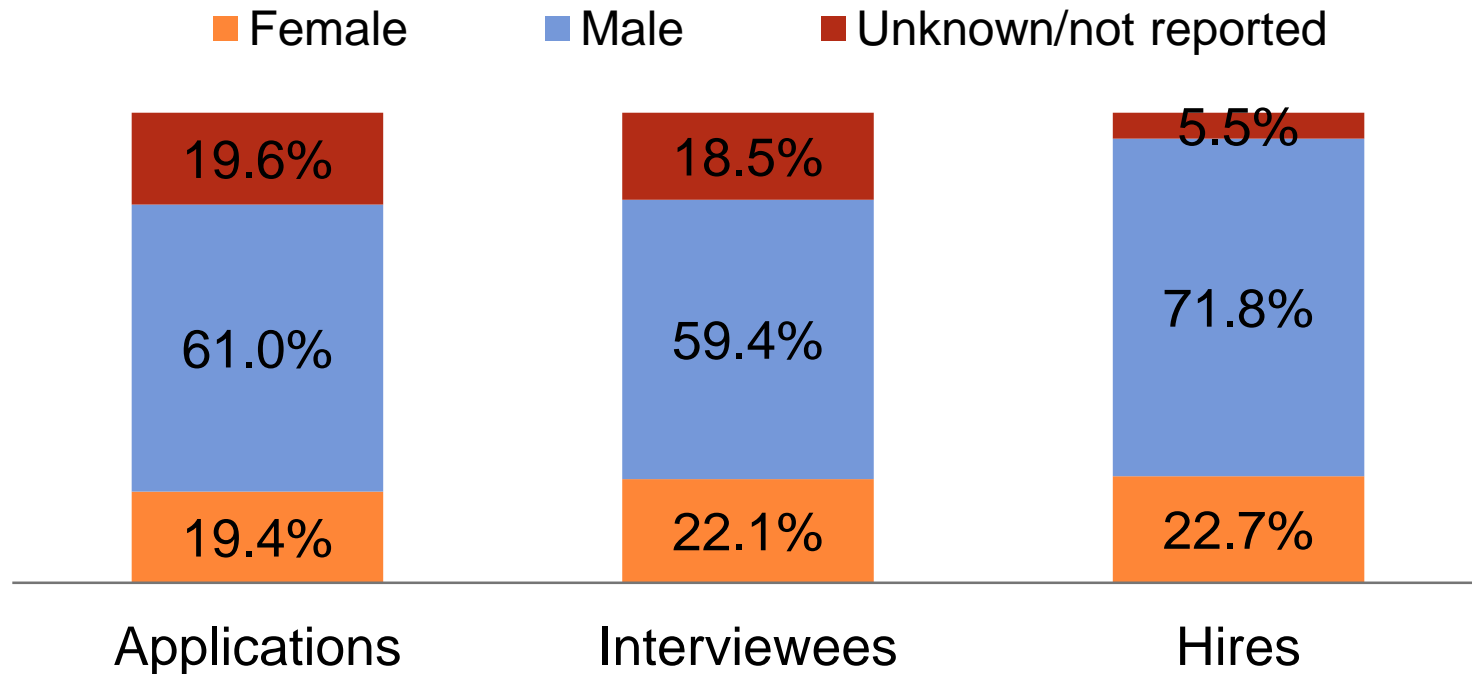


FACULTY SEARCH COMMITTEE MEMBERS BY GENDER FOR OPEN STEM POSITIONS IN 2011





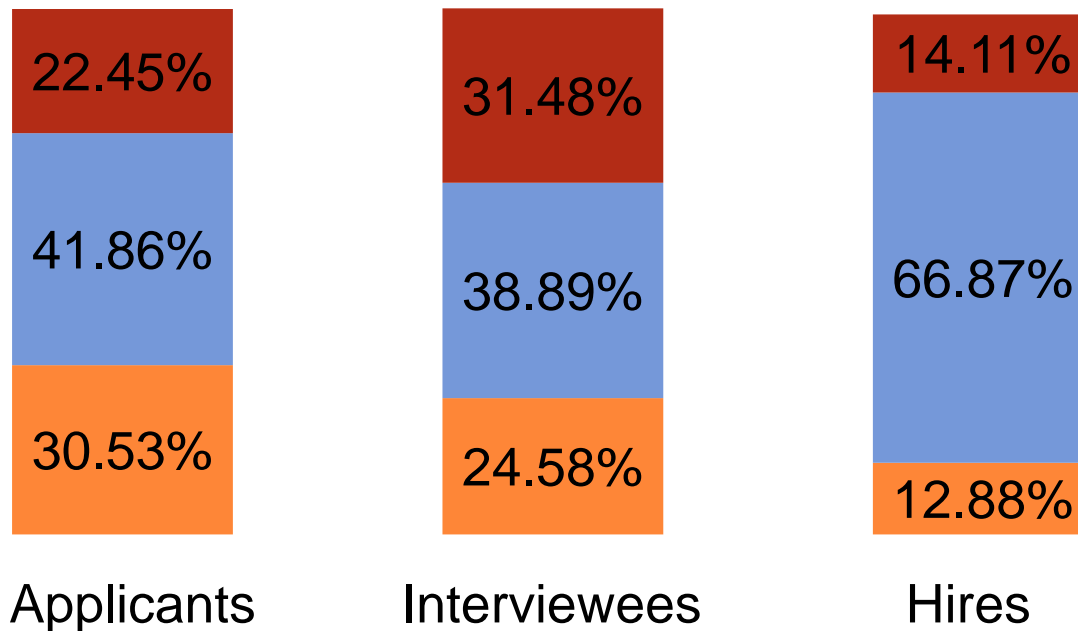
UNIVERSITY OF CALIFORNIA SYSTEMWIDE STEM FACULTY SEARCH PROCESS IN 2011 BY GENDER BY STAGE





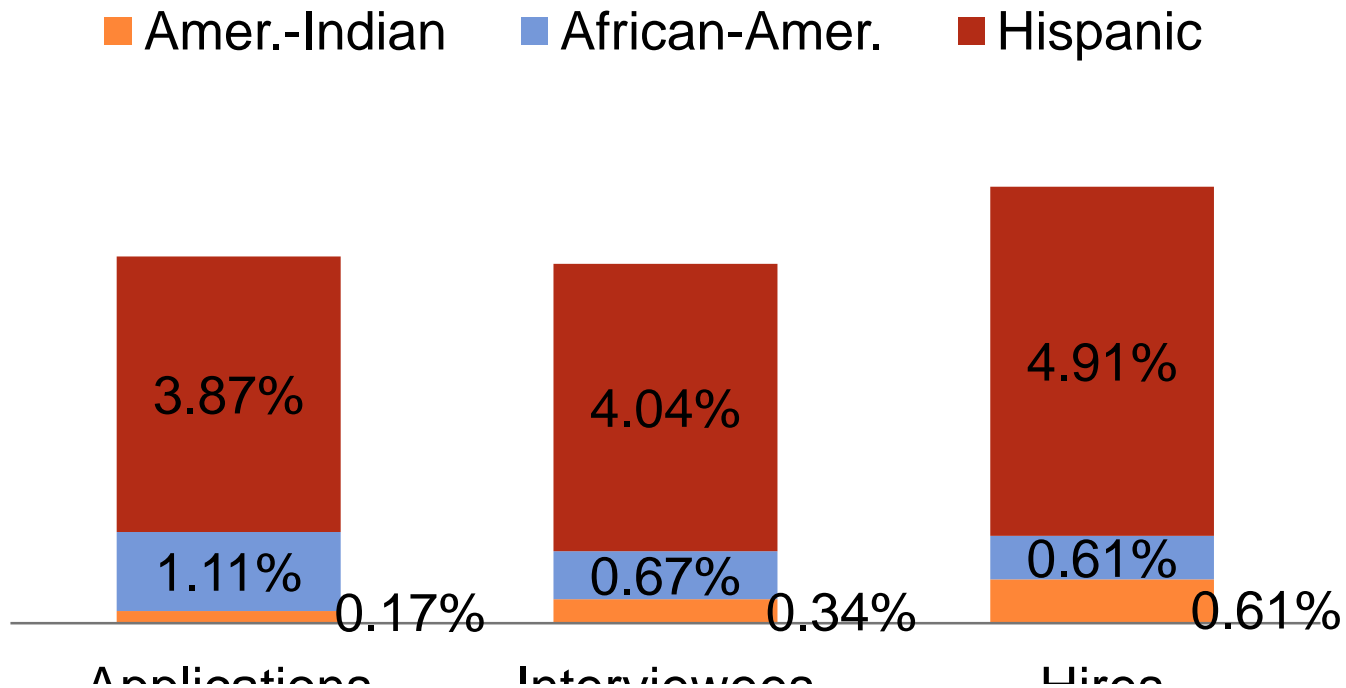
UNIVERSITY OF CALIFORNIA SYSTEMWIDE STEM FACULTY SEARCH PROCESS IN 2011 BY ASIAN/WHITE/UNKNOWN ETHNICITY BY STAGE

■ Asian ■ White ■ unknown/not reported



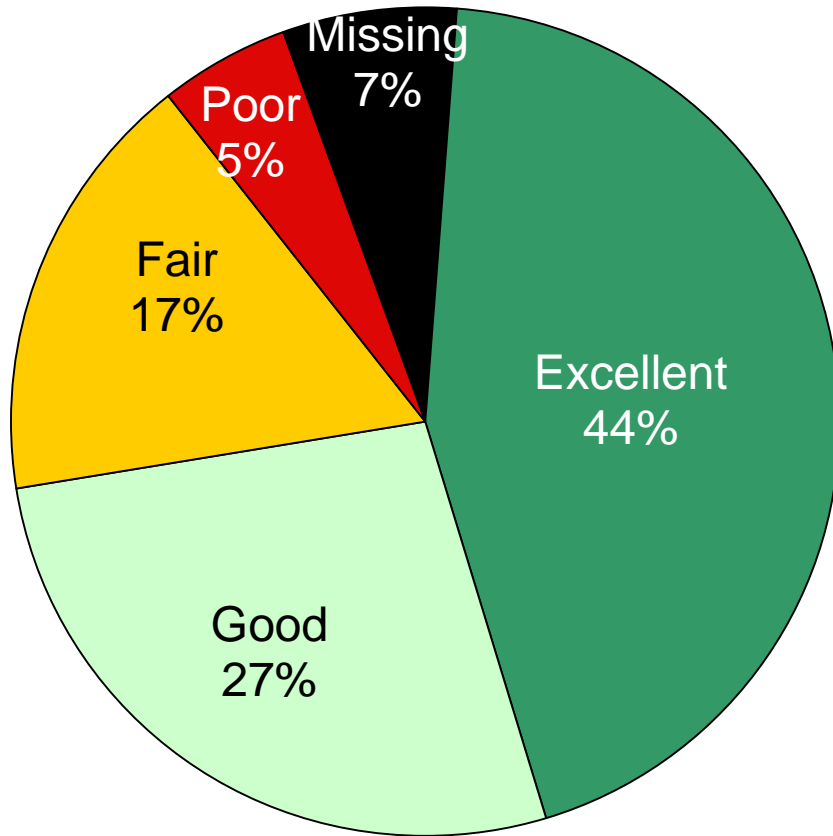


UNIVERSITY OF CALIFORNIA SYSTEMWIDE STEM FACULTY SEARCH PROCESS IN 2011 BY URM MINORITY ETHNICITY BY STAGE



DEPARTMENTAL SELF EVALUATION OF SUCCESS AT HIRING WOMEN AND UNDER REPRESENTED MINORITIES (URM)

Success at Hiring Women



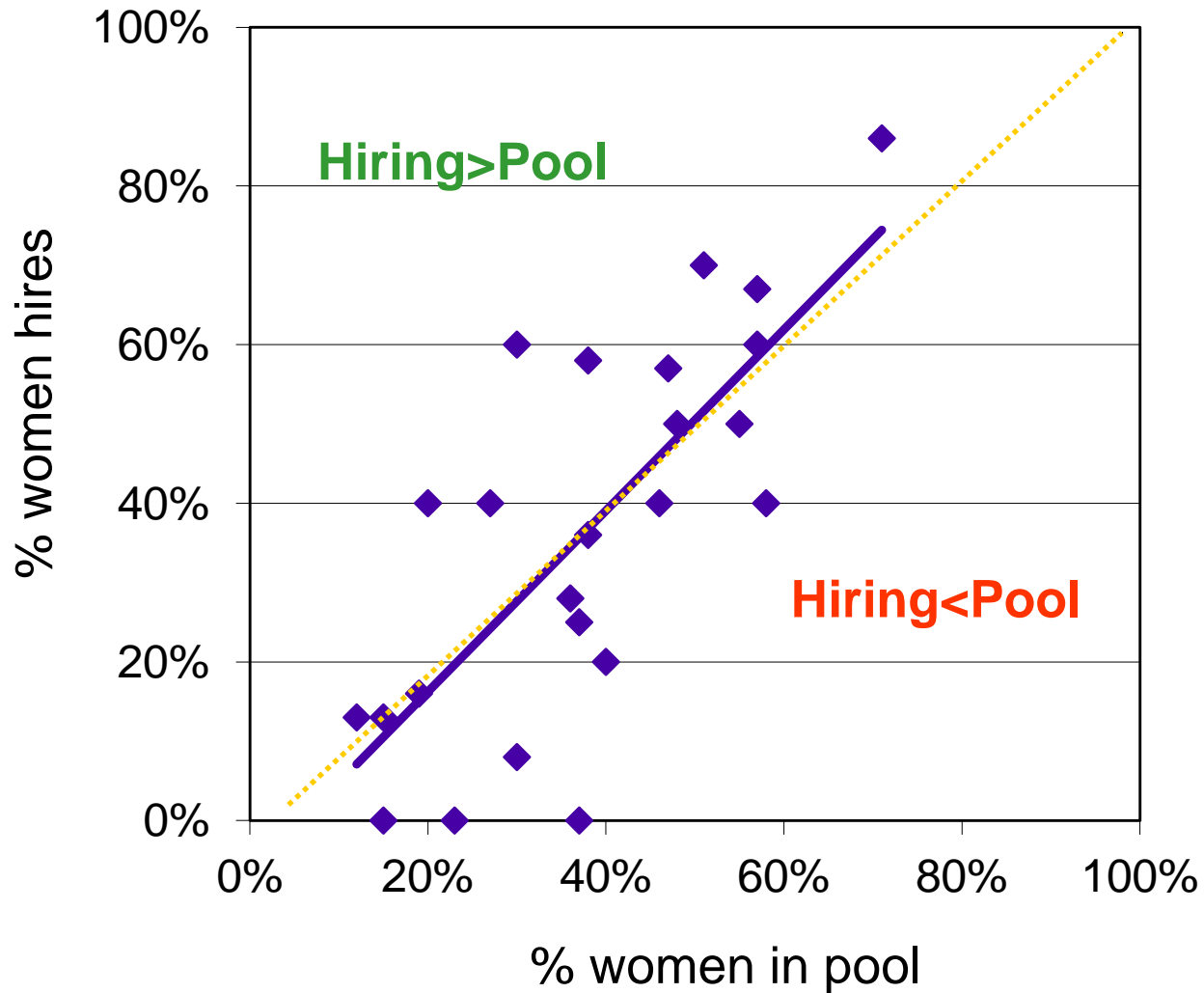
N=59 Departments

Success at Hiring URM



N=59 Departments

DEPARTMENTAL HIRING* OF WOMEN FACULTY (2000-2006) VS. WOMEN IN THE POOL



*5+ hires

Source: UC Berkeley Survey of Chairs 2006

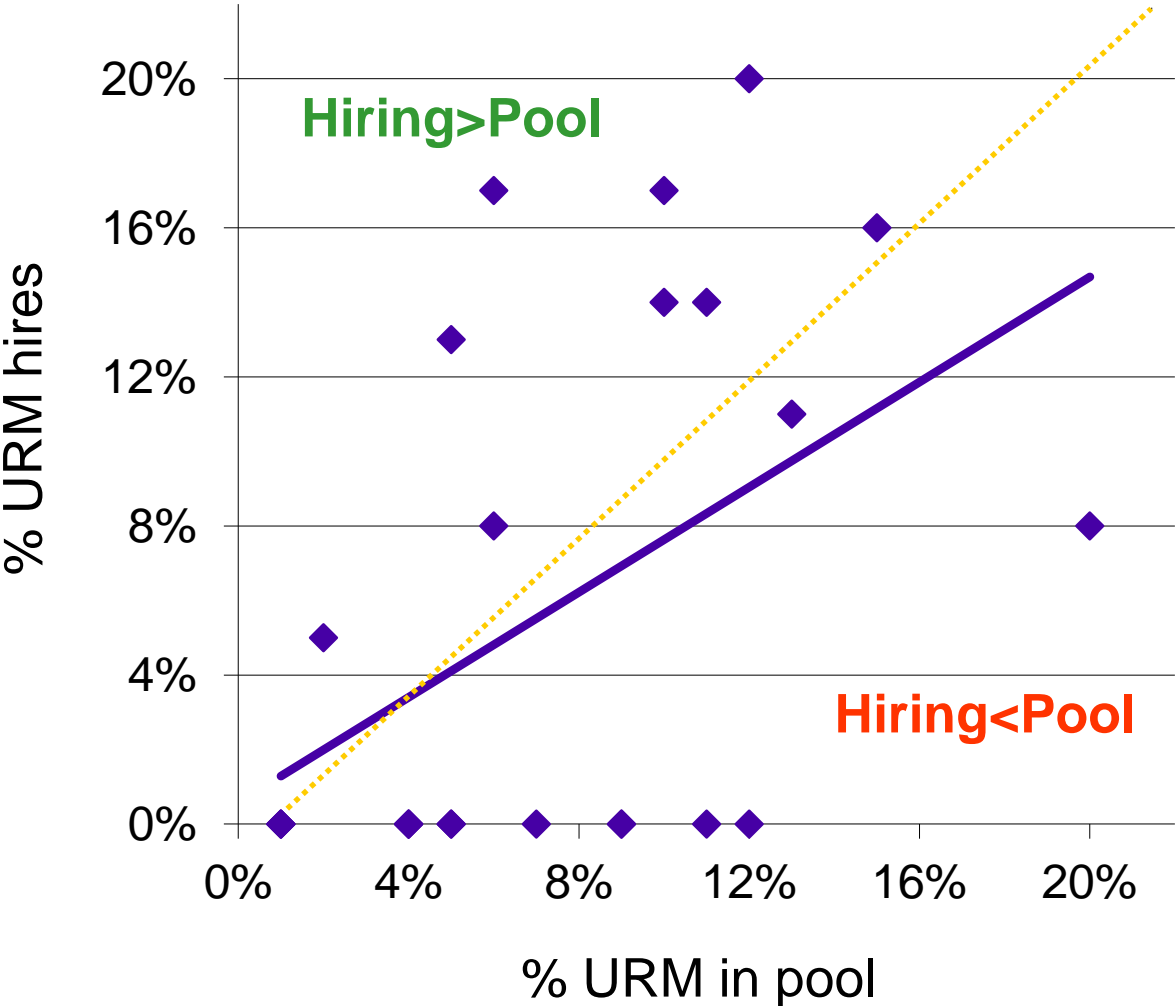
METHODS USED BY DEPARTMENTS TO DIVERSIFY FACULTY POOL

Rank Order	Possible Methods Used to Enhance Pool	Self. Eval. Of Wom. Hire		All Dep. (n=59)
		Exc. (n=25)	Not Ex. (n=29)	
1	Listed faculty positions in multiple venues	96%	97%	96%
2	Job descrip. made clear wom./urm faculty encourg. to apply	76%	90%	84%
3	Made personal calls to enc. potential candidates to apply	84%	86%	84%
4	Selected diverse search committees	92%	79%	84%
5	Included graduate student input in search process	92%	72%	82%
6	Made calls to colleg. asking them to enc. wom./urm to apply	80%	83%	80%
7	Circulated job descr. among networks wom./urm educators	88%	72%	79%
8	Designated an affirmative action officer to serve on search	64%	90%	77%
9	Approached or interviewed applic. at professional meetings	72%	72%	73%
10	Established relation. with local/national women/URM org.	68%	52%	59%
11	Educated search committee members on div./equity/affirm.	52%	55%	54%
12	Discounted care-giving related resume gaps	32%	41%	36%
13	Prioritized sub-disciplines w. high diversity	36%	31%	32%
14	Encouraged UC President's Postdoctoral Fellows to apply	36%	31%	32%
15	Interviewed candidates at a variety of conferences	36%	21%	27%

Note: Yellow shading denotes $p < .05$ significant difference based on chi-square.

Note: Light Green shading denotes $p < .10$ significant difference based on chi-square.

DEPARTMENTAL HIRING* OF URM FACULTY (2000-2006) VS. URM IN THE POOL



*5+ hires

Source: UC Berkeley Survey of Chairs 2006

CHAIR'S RATINGS OF THE USEFULNESS OF POSSIBLE APPROACHES

	Possible Approaches	% chairs rating approach as useful	N
1	Offering guaranteed child-care slots	90%	49
2	Establishing a centrally-funded relocation service/counselor to assist w. reloc. issues (e.g. housing, schools, partner hire)	89%	53
3	Offering a program to hire spouses/partners who are academics into 2-3 year temporary positions	87%	52
4	Bringing potential candidates to campus for extended professional visits (e.g. to teach or do research)	85%	54
5	Prioritizing FTE requests that expand diversity or cross disciplinary research	52%	48
6	Establishing a centrally-funded UCB recruitment service/specialist to help with the recruitment of women and URM	50%	52

DISTRIBUTIONS ACROSS DISCIPLINES

OVERSUPPLY IN THE APPLICANT POOL RELATIVE TO EXPECTED

African American Women

Theater/Dance – African Am Perf
African American Studies
English – African American Lit
Women’s Studies
Education – inequality
Public Health – Health Disparities
Music – African American Music
Political Science – Diversity
Sociology – Open
Psychology - Clinical

Hispanic Women

Spanish – Latin Am Lit
Art History
Education – Language
History – Spanish Am
Women’s Studies
Nutritional Sci
Psychology – Social
Boalt – Open
Sociology - Open

Asian Women

History – South Asia
Business
Microbial Bio
Psychology

Public Health
MCB
Ag Econ
Econ

Women’s Studies
Linguistics
Tech Ed

EVALUATING RECOMMENDED PRACTICES

- Discuss the list of practices provided to your group.
- Rewrite/reword for clarity/purpose.
- Add new items to the list.
- Rate the strategies as to whether they should definitely, should possibly, or should not go on a survey of search chairs.