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MOVING TOWARD FACULTY GENDER EQUITY AT UC

As in the political and corporate spheres, women have never been proportionately represented in academia. Despite the fact that the University of California has outpaced many, if not most, of the higher education institutions in its peer group in the hiring of women faculty over the past few decades, the administration recognizes that much more needs to be done to promote equity and is actively pursuing solutions to this serious issue.

Some good news: UC's track record

UC has steadily increased the number of women faculty hired over the past few decades and consistently matched or outpaced other major universities in hiring female faculty.

- According to recent data the University of California has hired a greater percentage of women faculty (34.5 percent), than the average of its eight comparison institutions (31.5 percent).¹
- The percentage of overall female faculty at the University of California (23.5 percent) is dramatically higher than at institutions such as Harvard University (12.9 percent), MIT (14.5 percent) and Stanford University (17 percent).²
- The proportion of female full professors at UC has quadrupled since 1977.³

Capturing the academic gender gap: A complex problem

Despite this progress, the academic gender gap persists in some of UC's academic departments. Many departments have had exemplary records in female faculty hiring, while others have lagged. In addition to the following factors, it is important to note that the rate at which UC hires women faculty has dropped since policy changes in the mid-1990s restricted the university's academic affirmative action efforts.⁴

- Many of the current crop of tenured UC professors were hired at a time when female Ph.D.s were scarce in some fields. Because of the long span of faculty members' careers, the under-representation of women persists within faculty ranks.
- UC hires a limited number of professors in some of the academic fields most dominated by women, such as clinical psychology and education. UC also has increased the hiring of faculty from traditionally male-dominated fields like engineering and technology, to keep pace with the demands of the new economy.
- The university does not have a central hiring office. There are approximately 600 academic departments across the system, each of which individually recruits and selects faculty colleagues using a complex and lengthy review process.
- Statistics imply that UC hires far fewer female Ph.D.s than available in the national pool. However, the aggregate national pool of Ph.D.s may not be an accurate measure of the available pool for UC faculty hiring. UC only hires from a limited number of top research universities. In addition, many Ph.D. recipients do not choose academic careers.

Next steps: What UC is doing to solve the problem

Over the next 10 years, the University expects to fill 7000 faculty positions due both to retirements and new student enrollment growth. UC has a unique opportunity to recruit the best and most diverse faculty possible to meet these needs, both by building on current efforts and by creating new initiatives to address the gender gap.

¹ Figure 1: New Appointments of Ladder Rank Faculty

² Figure 2: Ladder Rank Faculty-UC and Comparison Institutions

³ Figure 4: UC Full Time Ladder Rank Faculty 1977-1999-Professors: (4.1percent in 1977 to 16.9 percent in 1999)

⁴ Figure 3: New Appointments of Ladder Rank Faculty at UC: Pre-and Post-1996



Campus Efforts

- The UC Santa Cruz Campus Curriculum Initiative is an innovative attempt to create a curriculum reflective of gender and diversity issues, as women academics should be provided more opportunities in these interdisciplinary fields.
- The UCSF Chancellor's Committee on Diversity recommends specific actions to increase campus diversity such as the Chancellor's Award for the Advancement of Women.
- UC Berkeley now requires all departments asking for new faculty positions to provide an assessment of their record on hiring of women and minority faculty in the past five years.
- The UC Davis campus made an extraordinary effort to re-examine faculty hiring for one year – to assess the problem and formulate solutions. As a result campus hiring of female faculty jumped from 17 percent to 28.5 percent in one year.
- UCLA's Gender Equity Committee released a report and series of recommendations on the status of female faculty hiring and salaries in August 2000. The report recommends clarification of maternity leave policy, increased childcare and educational support for faculty, and more equal distributions of academic burdens among women. Several campuses have produced studies of gender equity among faculty and have taken action on the subsequent recommendations.

Systemwide leadership

- The Office of the President made campus childcare centers a high priority in this year's budget in order to further provide family-friendly policies, as women academics may be differentially affected by family constraints.⁵
- In 1999, the Office of the President issued affirmative action guidelines for the recruitment and retention of faculty to clarify existing law and policy governing faculty hiring and to help faculty and administrators develop "best practices" for increasing diversity in accordance with state and federal law. UCOP will continue to work with the Academic Senate and UC affirmative action administrators to further develop best practices in recruitment to help achieve equity.
- UCOP facilitated an Academic Senate and affirmative action staff summit in May 2000 to discuss best practices.
- A retreat with the chancellors and the Academic Senate is planned for March 2001 to address hiring needs and initiatives to increase faculty diversity.
- President Richard C. Atkinson has initiated discussions with campus chancellors to review faculty recruitment procedures.
- President Richard C. Atkinson has urged all campuses to consider the above initiatives.

⁵ "What Stymies Women's Academic Careers? It's Personal", Chronicle of Higher Education, 12/15/00