Using Research and Data to Improve the Faculty Search Process in STEM Disciplines

UC ADVANCE PAID Roundtable 1
UC Berkeley Faculty Club, Heyns Room
Wednesday, April 11, 2012

Goals of the Roundtable: (1) to learn how academic leadership can support efforts to diversify the STEM faculty; (2) to learn about empirically-based research on search practices; (3) to examine and evaluate a list of search practices from the time of the specification of the position to choosing a short list and a finalist; (4) to create a research plan to gather empirically-based evidence of best practices to improve search outcomes throughout the UC system; and (5) to take the key elements of the discussion back to campuses.

9:30 - 9:45 a.m.	Coffee & tea service available
9:45 - 10:00 a.m.	**Welcome and Goals for the Day** *Susan Carlson,* Vice Provost, Academic Personnel, UCOP
10:00 - 11:00 a.m.	**Leadership and Accountability:** **How Can UC Build a More Diverse Faculty?** *Linda Katehi,* Chancellor & Professor of Electrical & Computer Science and Women's & Gender Studies, UC Davis *Susan Desmond-Hellmann,* Chancellor & Arthur and Toni Rembe Rock Distinguished Professor, UC San Francisco *Lawrence Pitts,* Provost and Executive Vice President, UCOP Panel moderator: *Sally Marshall,* Vice Provost, Academic Affairs & Distinguished Professor, Division of Biomaterials and Bioengineering, UC San Francisco A panel of three UC leaders will discuss best ways to promote effective practices among other senior leaders on campus (i.e., deans and chairs, vice provost, etc), lessons learned from specific efforts, and keys to progress.
11:00 - 11:15 a.m.	Break
11:15 a.m. - 12:30 p.m.	**What Scholars Can Tell Us:** **Empirically-based Research on Search Practices** *Kimberlee Shauman,* Associate Professor of Sociology, UC Davis *Catherine Albiston,* Professor of Law & Professor of Sociology, UC Berkeley *Leah Haimo,* Professor of Biology & Associate Dean of the Graduate Division, UC Riverside Panel moderator: *Renee Navarro,* Vice Chancellor of Diversity and Outreach & Professor of Anesthesia and Perioperative Care, UC San Francisco

	Panel presentation from three members of the Scholars Advisory Board analyzing research on search practices. Panelists will cover representative research articles. This will be followed by a group discussion of implications for UC and gaps in the knowledge base.
12:30 - 1:30 p.m.	Lunch, Attendees will continue discussion over lunch Concurrent meeting of UC ADVANCE PAID Steering Committee (Lauderback Room)
1:30 - 2:45 p.m.	**Search Practices and UC Faculty Hiring** Moderator: *Angelica Stacy,* Associate Vice Provost for the Faculty & Professor of Chemistry, UC Berkeley This session will begin with a brief presentation of outcomes of UC searches from the data collected systemwide last year, and several data slides from Berkeley research examining the correlation between search practices and outcomes. Breakout groups will examine and evaluate a list of search practices from the time of the specification of the position to choosing a short list and a finalist.
2:45 - 3:00 p.m.	Break
3:00 - 4:00 p.m.	**Research Proposal: Filling the Gaps** Moderator: *Maureen Stanton,* Vice Provost for Academic Affairs & Professor of Evolution and Ecology, UC Davis This session will include a group discussion on what questions remain regarding the efficacy of search practices. This will lead to a research proposal for gathering system-wide data to correlate search practices with hiring outcomes. The goal is to gather empirically-based evidence of best practices to improve search outcomes throughout the UC system.
4:00 - 5:00 p.m.	Research Scholars Advisory Board meeting/conference call (Lauderback Room)

Roundtable 2:	**Wednesday, October 17, 2012, UC Irvine** "Building Capacity for Institutional transformation in the 21st Century: Women of Color in STEM and SBS fields"
Roundtable 3:	April 2013, UC Riverside
Roundtable 4:	Fall 2013, UC San Diego
Roundtable 5:	Spring 2014, UC Davis