

The Role of Contributions to Diversity In Faculty Hiring and Academic Review

UC ADVANCE PAID Roundtable

October 25, 2013

UC San Diego



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OFFICE OF ACADEMIC PERSONNEL

Introduction: Framing the Issues

Susan Carlson

**Vice Provost, Academic Personnel, UCOP
PI, UC ADVANCE PAID**



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Goals of the Roundtable:

- 1. To discuss the relationship of academic excellence and contributions to diversity in STEM disciplines;**
- 2. To develop well-grounded measures in evaluating and rewarding contributions to diversity;**
- 3. To gain a greater understanding of faculty roles in research, teaching and service in building the pipeline of under-represented minorities and women in STEM.**



Countless Opportunities to Evaluate in UC Hiring and Review

- Over 40,000 applicants to UC ladder-rank positions in 2012-13
- Over 2,000 ladder-rank hires in the last five years
- Over 7,000 review actions for professorial faculty in 2012-13

UC San Diego

THE DEPARTMENT OF CHEMISTRY AND BIOCHEMISTRY
within the Division of Physical Sciences at the University of
California, San Diego (<http://chemistry.ucsd.edu>), invites
applications for tenure-track faculty positions.

This is an open search that will consider applications in all areas of chemical and biochemical research. Successful candidates must have a Ph.D. in the relevant discipline and demonstrated potential for a recognized program of excellence in both teaching and research. Preferred candidates will have the potential for leadership in areas contributing to diversity, equity, and inclusion, and will have a desire to play a future role in helping to shape and expand the University's diversity initiatives (<http://diversity.ucsd.edu>). We especially welcome candidates who have experience with and wish to contribute to programs that increase the access and success of underrepresented students and faculty in the sciences.

Candidates should submit online: a curriculum vitae with list of publications, reprints of up to five representative papers, a statement of teaching, and a personal statement that includes a summary of research plans. A separate statement that addresses past and/or potential contributions to diversity, equity, and inclusion should also be included in the application materials, see <http://facultyequity.ucsd.edu/Faculty-Applicant-C2D-Info.asp>. Candidates should also provide names and contact information for three individuals who can submit letters of reference addressing research, teaching, and professional service.

Salary is commensurate with qualifications and based on University of California pay scale. To receive full consideration, applications should be submitted by October 31, 2013.

To apply, please visit the corresponding website:
CHEMICAL AND BIOCHEMICAL RESEARCH (10-633)
<https://apoi-recruit.ucsd.edu/apply/JPF00430>

UCSD is an affirmative action/equal opportunity Employer. Employees with a strong educational background can advance through the ranks.



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Research-based Conversations

- Petersen, Riccaboni, Stanley, and Pammolli (2012). Persistence and uncertainty in the academic career. PNAS 109:14, 5213-18.
“. . . scientific achievement is becoming increasingly linked to online visibility in a considerable reputation tournament.”
- Maliniak, Powers, and Walter (2013). The Gender Citation Gap in International Relations. International Organization. Doi: 10.1017/S0020818313000209.
“. . . citation counts are not a fair and objective measure of the quality and impact of a scholar.”



Thanks

- Roundtable planning committee
- UC San Diego staff
- UC Office of the President staff



Welcome

Linda Katehi

Chancellor, UC Davis

Chair, UC ADVANCE PAID Steering Committee



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Welcome

Jeanne Ferrante

**Associate Vice Chancellor, Faculty Equity,
UC San Diego**



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How Equity, Diversity and Inclusion Advance Institutional Excellence

Pradeep K. Khosla
Chancellor, UC San Diego

Introduction by **Linda S. Greene**, Vice Chancellor,
Equity, Diversity and Inclusion, UC San Diego



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Using Contributions to Diversity in Hiring and Selection

- **Jeffrey Remmel**, Associate Dean and Faculty Equity Advisor, Physical Sciences, and Professor, Mathematics, UC San Diego
- **Olivia Graeve**, Associate Professor, Mechanical/Aerospace Engineering, UC San Diego
- **Amy Wharton**, Director, College of Arts and Sciences; Professor of Sociology, Washington State University, Vancouver; and co-PI, Washington State University's NSF ADVANCE Institutional Transformation Award
- **Moderator: Herbert Lee**, Vice Provost for Academic Affairs, Campus Diversity Officer for Faculty, and Professor, Applied Mathematics and Statistics, School of Engineering, UC Santa Cruz



Evaluating Contributions to Diversity Statements: Case Studies

- **Moderator: Jeanne Ferrante**, Associate Vice Chancellor, Faculty Equity, UC San Diego



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UC Research and Data on Faculty Review and Advancement

- **Diversity, Leadership, and Teaching Mentoring: Linking Personal Values to Disciplinary Norms Among STEM Faculty**

Mary Blair-Loy, Director of Graduate Studies, Director, Center for Research on Gender in the Professions, and Associate Professor, Sociology, UC San Diego

Moderator: Emily Roxworthy, Chair, University Committee on Affirmative Action and Diversity (UCAAD), and Professor of Theater, UC San Diego



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UC Research and Data on Faculty Review and Advancement

- **Using Data to Better Understand the UC Faculty Review Process**

Marc Goulden, UC Office of the President ADVANCE PAID Evaluator, and Director, Data Initiatives, Faculty Equity and Welfare, UC Berkeley

Matt Xavier, Data Coordinator, Academic Personnel, UC Office of the President



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UC Panel & Discussion: Using Contributions To Diversity in Academic Review

- **Linda Bisson**, Professor, Viticulture and Enology, UC Davis
- **Paul Garcia**, Professor, Clinical Neurology, UC San Francisco
- **Christina Ravelo**, Professor, Physical and Biological Sciences, UC Santa Cruz
- **Moderator: Kit Pogliano**, Chair, UCSD Academic Senate, and Professor, Biological Sciences, UC San Diego



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Speed Reporting: What Will I Bring Back to My Campus?



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Next Steps

Susan Carlson

Vice Provost, Academic Personnel, UCOP & Professor of English, UC Davis; PI UC ADVANCE PAID

Jeanne Ferrante

Associate Vice Chancellor, Faculty Equity, UC San Diego



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SAVE THE DATE!

**“Workplace Climate: Assessments and Interventions
To Improve Diversity Among STEM Faculty”**

ADVANCE PAID Roundtable 5

Wednesday, April 23, 2014

UC Davis



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