

# Evaluating Contributions to Diversity in Hiring in the Physical Sciences at UCSD

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# Strategies to increasing diversity in hiring at UCSD starting in 2010

1. All candidates for new positions were required to submit a separate statement on past experience and leadership in equity, diversity, and inclusion and/or proposed future contributions.
2. In 2011-12, the EVC set aside 7+ opportunity positions for candidates who could make substantial contributions to diversity.
3. In 2012-13 and 2013-14, 30% of the positions were designated as positions where contributions to diversity would be a primary consideration.
4. Division wide “Excellence” positions were created in Engineering, Scripps Institution of Oceanography, and the Division of Physical Sciences where contributions were a primary consideration.

**THE DEPARTMENT OF PHYSICS** within the Division of Physical Sciences at UC San Diego (<http://physics.ucsd.edu>) invites applications for a tenure-track faculty position in Experimental Astrophysics targeting experimentalists and instrumentalists, broadly defined, working in cosmology, high energy astrophysics, and compact object and planet/brown dwarf physics. These fields include, but are not limited to, cosmic microwave background physics, radio and 21-cm studies, high-energy astronomy, including X-ray, gamma-ray, and high energy cosmic ray and neutrino astronomy and astrophysics, gravitational radiation detection and astronomy, and instrumentation related to optical and infrared studies of cosmology, stars, and planets.

All candidates must have a Ph.D. in Physics, Astronomy, or a closely related field. **The successful candidate will be judged on research and teaching accomplishments, as well as on potential for leadership in areas contributing to diversity, equity and inclusion.** Salary is commensurate with qualifications and based on University of California pay scales.

Review of applications will commence on November 1, 2013. Applications are to be submitted online at: <https://apol-recruit.ucsd.edu/apply/JFP00426>. **Please submit a cover letter, curriculum vitae, statement of past and proposed research, statement of proposed teaching, and a separate statement on past experience and leadership in equity, diversity, and inclusion and/or proposed future contributions (see <http://facultyequity.ucsd.edu/Faculty-Applicant-C2D-Info.asp> for further information).** Candidates must also arrange to have three to five letters of reference addressing research, teaching and professional service posted to the above website.

**THE DEPARTMENT OF CHEMISTRY AND BIOCHEMISTRY** within the Division of Physical Sciences at UC 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: 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.



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## Faculty Candidate Information about Contributions to Diversity:

[What are some examples of "contributions to diversity"?](#)

[Are there guidelines for writing a Contributions to Diversity Statement?](#)

[What is UCSD's definition of "diversity"?](#)

[Why are faculty candidates being asked to provide a statement of their past or planned activities that contribute to diversity?](#)

[Are contributions to diversity by UCSD faculty recognized in the academic review process?](#)

[1], [2] University of California Diversity Statement, <http://www.universityofcalifornia.edu/diversity/diversity.html>

[3] UC San Diego Mission Statement, <http://www.ucsd.edu/explore/about/index.html>



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## **Contributions to Diversity: Criteria for Evaluating Applicant in Faculty Searches**

**Introduction.** The criteria listed below are analogous to evaluating other factors that are indicators of a candidate's likelihood for future success (e.g. education, research track record, research proposals). The criteria below should be examined in the context of whether the candidate is aware and will contribute to mitigating US demographic inequities in education and research by: (i) reducing barriers that prevent underrepresented minorities (URMs) from reaching their full potential, (ii) provide support for the success of URM at U.C. San Diego (and beyond), and (iii) reduce inequities for URMs in research and higher education.

**Score each candidate in each of the following categories for a TOTAL score of 0-5 points (5 being best):**

### **1. Awareness (0-1 points)**

a. Does the candidate value diversity and/or understand what UC's "Excellence through Diversity" means? (0-1 point)

### **2. Track Record (0-2 points)**

a. Has the candidate mentored underrepresented minorities? Have they followed up and provided information on whether their mentoring was successful? (0-1 point)

b. Has the candidate initiated or participated in programs dedicated to outreach? Have such programs focused on reducing racial barriers or inequities in education and/or research? (0-1 point)

### **3. Plans (0-2 point)**

a. Does the candidate have plans to contribute to diversity, either within their lab, through campus programs, or through local or national organizations? (0-1 point)

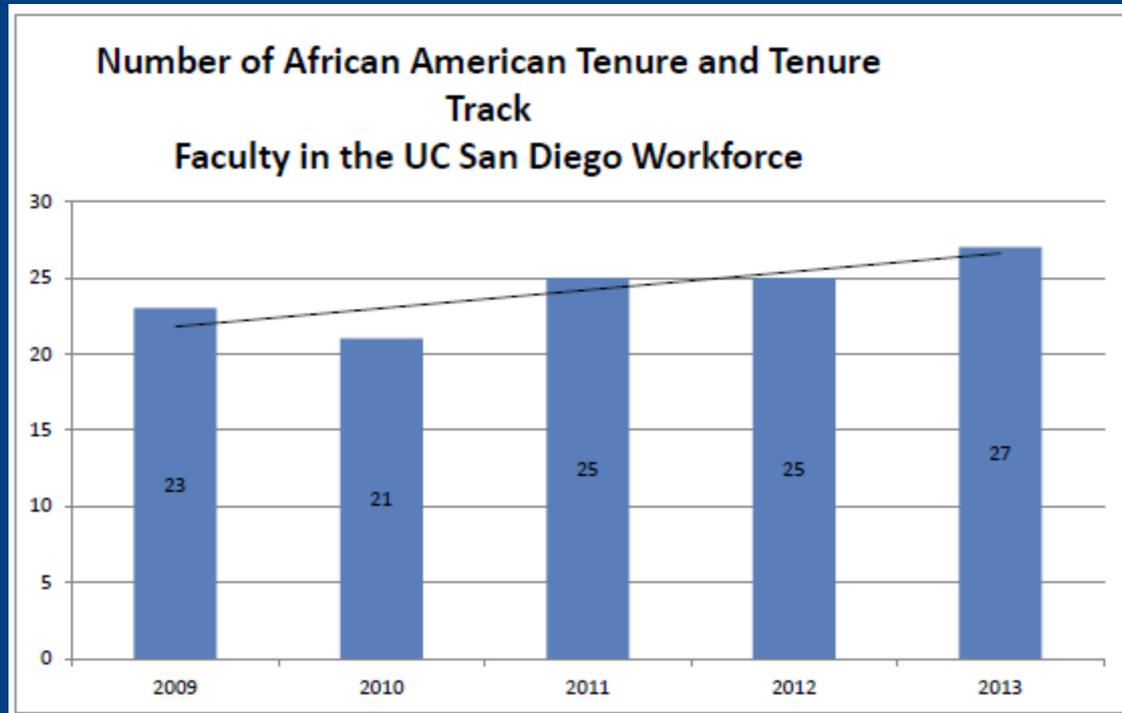
b. Does the candidates plans show coordination with current U.C. San Diego efforts? Are the plans particularly innovative, potentially bringing a new mechanism for achieving 'Excellence through Diversity'? (0-1 point)

**IMPORTANT** - Every candidate to be interviewed must be scored via the criteria below prior to an interview invitation. The score can be revised after an interview has been conducted.

Advising Applicants. Applicants unfamiliar with statements on diversity can be advised on the context of U.C. San Diego's objectives (e.g. 'Excellence through Diversity'). The candidate can be advised that they should describe their commitment, experiences, plans, goals, and expected outcomes with respect to diversity. Evidence of specific contributions or involvement is desirable.

**REMEMBER: Candidates can score between 0-5 TOTAL points (5 = best)**

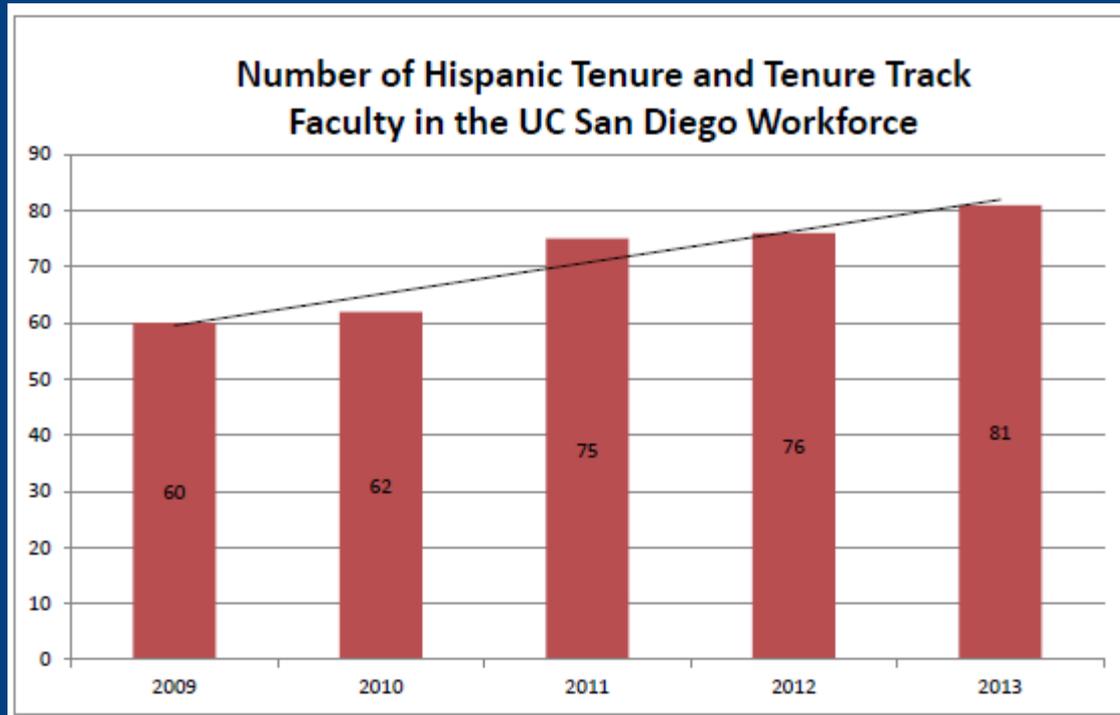
# UCSD Tenure and Tenure-Track Workforce Growth Trends



Workforce Number = Workforce reported in Annual AP Affirmative Action Plan plus new appointments accepted as of 7/1 minus separations effective 7/1

Prepared by Academic Personnel Services,  
Academic Diversity and Equal Opportunity Office  
10/22/13

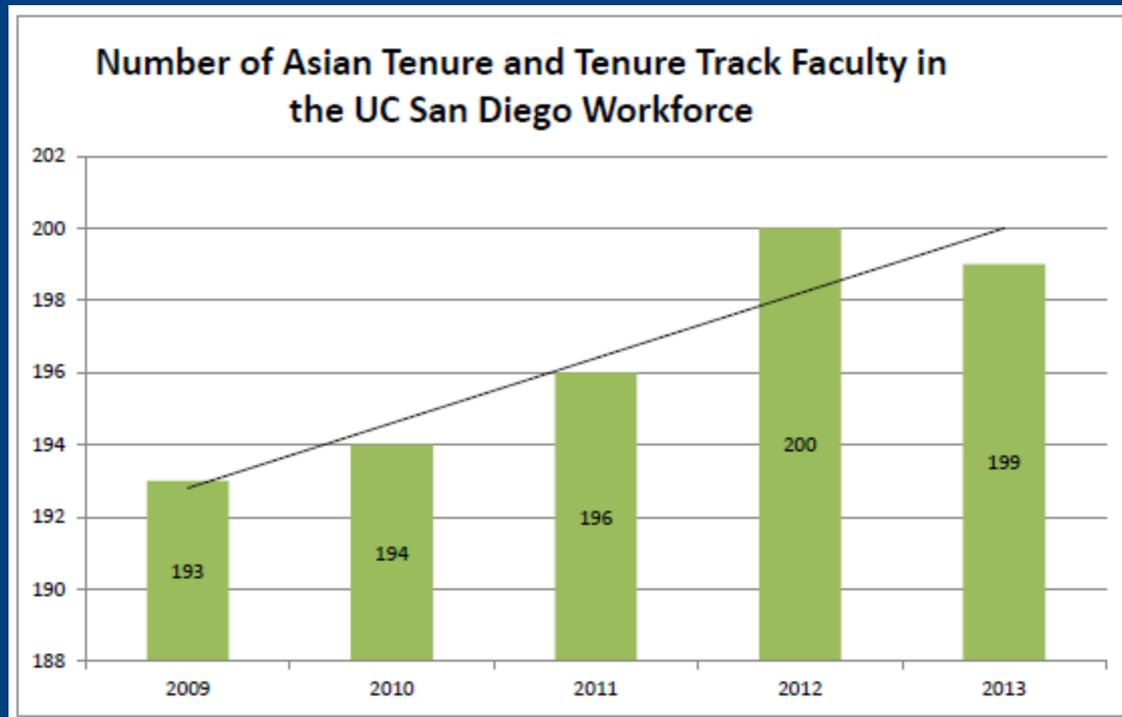
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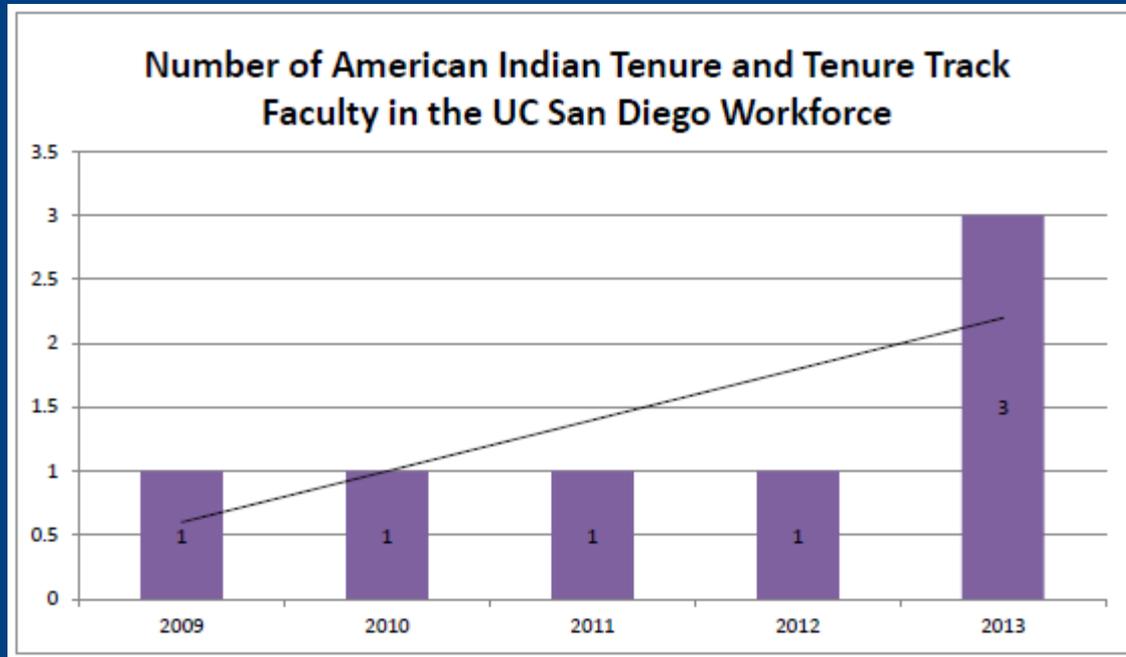
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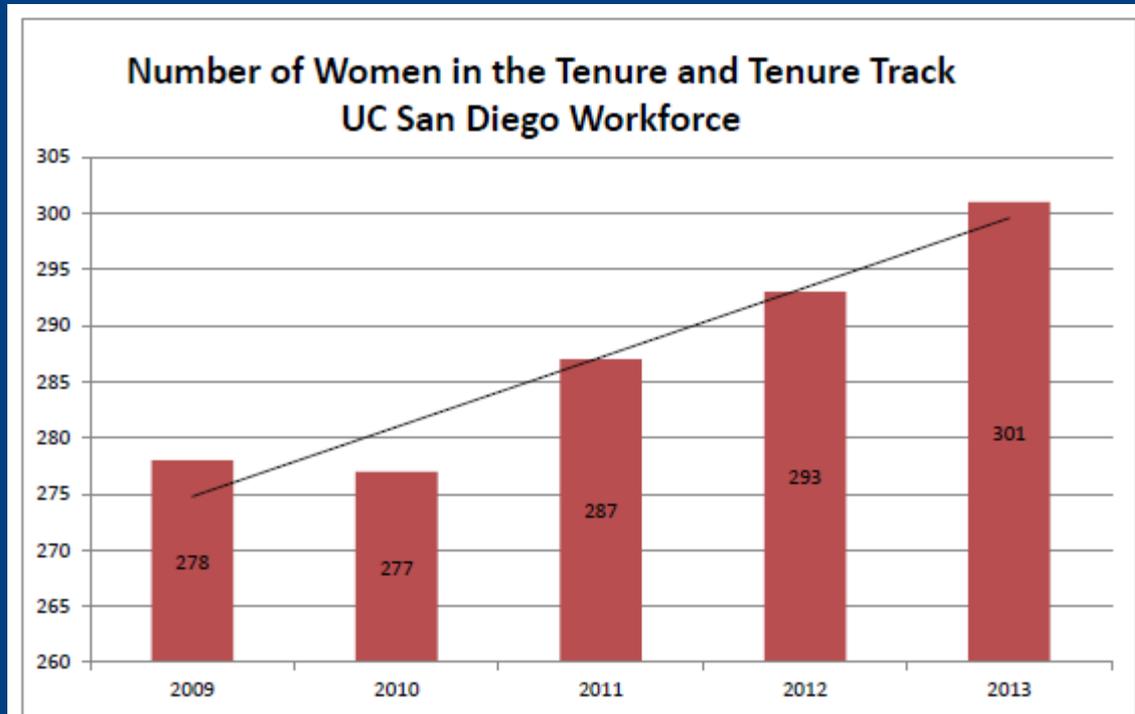
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# ISSUES WITH EXCELLENCE SEARCHES

1. Faculty Buy In?
2. How to guarantee a successful pool?
3. Will successful candidates be labeled?
4. Candidates from regular searches?
5. Timing: Hiring Seasons in each Department are different. What kind of compromises are needed?
6. Difficulty in judging candidates from different fields.
7. Two body problems.