



Davis Division Academic Senate

Request for Consultation Responses

UC Faculty Diversity Working Group Report

June 1, 2012

The UC Academic Senate has distributed the UC Faculty Diversity Working Group Report for system-wide review. The report recommends a variety of practices focused on increasing diversity.

Affirmative Action & Diversity

May 30, 2012 8:47 AM

RFC Response: UC Faculty Diversity Working Group Report

The Academic Senate Affirmative Action and Diversity committee of the UC Davis campus strongly supports the eleven practices and recommendations outlined by the Faculty Diversity Working Group.

We consider it is crucial to provide specific training to raise awareness and understanding of the standards and regulations (including APM 210) that are already in place to ensure diversity. In addition, a training system that reminds Faculty, Chairs, Deans and Provosts that contributions to diversity need to be evaluated and rewarded is an excellent direct approach to the common problems associated to misconceptions and lack of understanding of these standards and regulations.

We were especially gratified to see recommendation #8 with dovetails with our own efforts to facilitate this type of accounting of diversity activities in MyInfoVault, the online system used to create dossiers for merits and promotions in most departments across the UC Davis campus.

CAP Oversight Committee

June 1, 2012 3:42 PM

CAP supports having a separate box in MyinfoVault (MIV) to list diversity contributions, which would allow such contributions to be clearly identified and would help CAP to evaluate them. The UC Davis College of Biological Sciences already requires candidates to describe explicitly their contributions to diversity in their statements.

As we do not currently have a specific system in place for rewarding service such as serving as department chair, the idea of a one-time half or whole step increase for extraordinary contributions to diversity would be difficult to implement at UC Davis at present, especially since we do not have half steps. However, should the half-step or similar system be implemented, extraordinary contributions to administration (such as serving as chair or equivalent) or in other areas including diversity might be considered along with other exceptional items in support of advancement. In general, CAP does not support a specific prescription for rewards for particular accomplishments in the merit and promotion system, as we regard merit actions as involving a faculty member's entire record, including their contributions to diversity as described in APM-210.

Departments with good practices for increasing diversity should be acknowledged and their efforts publicized.

Faculty Welfare

June 1, 2012 2:00 PM

The Faculty Welfare Committee strongly supports the goal of increasing the diversity of the faculty at Davis and other campuses in the UC system. We believe that reforms should focus on hiring high quality candidates from the ranks of women and under-represented minorities (URM). Decisions that influence faculty diversity are primarily made by provosts, deans, and department chairs at the various campuses. We endorse measures that will increase the chances that the individuals who fill these positions will facilitate hiring a more diverse faculty.

The Report supports changes in the selection and review of provosts, deans, and chairs. This is an example of a reform that is consistent with our view of how to effectively address the problem. We believe that other proposals such as expanding the President's Postdoctoral Fellowship Program would also be helpful. This program has been successful in increasing the opportunities for women and under-represented minorities to develop their professional skills as new scholars.

We do not believe that all of the recommendations made by the Working Group would advance the goal of diversity. The requirement that we change the review of every faculty member who is being evaluated for a merit or promotion and assess their recent contributions to diversity seems to be distant from the heart of the problem: hiring a more diverse faculty. Yet implementing this proposal would come at the cost of expanding the amount of paperwork and bureaucracy in a personnel process that most faculty believe needs to be streamlined. The accountability reports on diversity for key senate committees would serve to identify committees that are not diverse in the composition of their faculty representatives. This information, however, could also have adverse impacts. The already large pressure on women and URM faculty members at UC to increase their service responsibilities would only grow and committing more time to service may not ultimately advance their careers.

Graduate Council

May 31, 2012 1:51 PM

BRIEFING PAPER: PROMISING PRACTICES FOR FACULTY DIVERSITY

Welfare Committee welcomed the report, especially the procedural approach to the dealing with issues of diversity at UCs.

While recognizing that this is a briefing paper, the committee noted that it was written for Faculty. Graduate Students play an active role in the governance of the UCs, and yet no students seem to have contributed to this paper, although they are central to its concern. It is a mistake and needs to be rectified.

Issues for the committee:

- Is the trickle-down effect to graduate students and postdocs. How will any of these measures affect them? Do we have any information on campus climate in terms of diversity from their perspective? What are the numbers of women and URM grads and postdocs at Davis? Do those numbers line up with faculty stats? Is there a perceived problem with lack of faculty diversity from their (grads/postdocs) perspective?
- The way we proceed with trying to formulate “best practices” will be crucial and should have grad input since they are interested parties today and the faculty of tomorrow.
- We want our campus to be inclusive and hospitable to all grad students and postdocs. There is a perceived need to “see oneself” in the faculty. The assumption is that more women and URM faculty will attract the same population in grads and postdocs. This is probably true but I would like to hear from grads and postdocs before this assumption is made.
- Because this is a series of recommendations for strategies, will they be implemented and when? How on our campus? Will grads/postdocs have input on process?
- Is there a geography to diversity – California, the Southwest, the Pacific states, the country as a whole? Who constitutes those geographies? Are there metrics? What is our competition? As it applies to students, this will have extra financial implications.