

Progress in Recruiting and Retaining Women in Research at UC Davis:

A Decade of Defining, Refining and Implementing Best Practices

Women in Biomedical Research:
Best Practices for Sustaining Career Success
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Barry M. Klein
Vice Chancellor for Research
University of California, Davis



Faculty Diversity Statistics

UC Davis Ladder Faculty Diversity

	1997	% of Total	2002	% of Total	2007	% of Total	% Change in Ladder Faculty from 1997
Women	293	24.0%	339	25.0%	450	30.1%	54%
Black	21	1.7%	22	1.6%	22	1.5%	5%
Hispanic	44	3.6%	49	3.6%	63	4.2%	43%
Nat Amer	6	0.5%	6	0.4%	9	0.6%	50%
Asian	113	9.2%	151	11.1%	203	13.6%	80%
Total	1,223		1,355		1,493		22%

Faculty Recruitment Summary

Academic Year 2006-2007

Faculty Academic Recruitment Summary 2006-2007

	Total	Female	Percentage
Ag & Environmental Sciences	10	2	20%
Biological Sciences	3	1	33%
Engineering	7	3	43%
Graduate School of Management	4	2	50%
L&S: Humanities, Arts & Cultural Studies	12	4	33%
L&S: Mathematical & Physical Sciences	10	4	40%
L&S: Social Sciences	12	3	25%
School of Education	3	2	67%
School of Law	3	3	100%
School of Medicine	3	1	33%
School of Veterinary Medicine	6	2	33%
Totals	73	27	37%

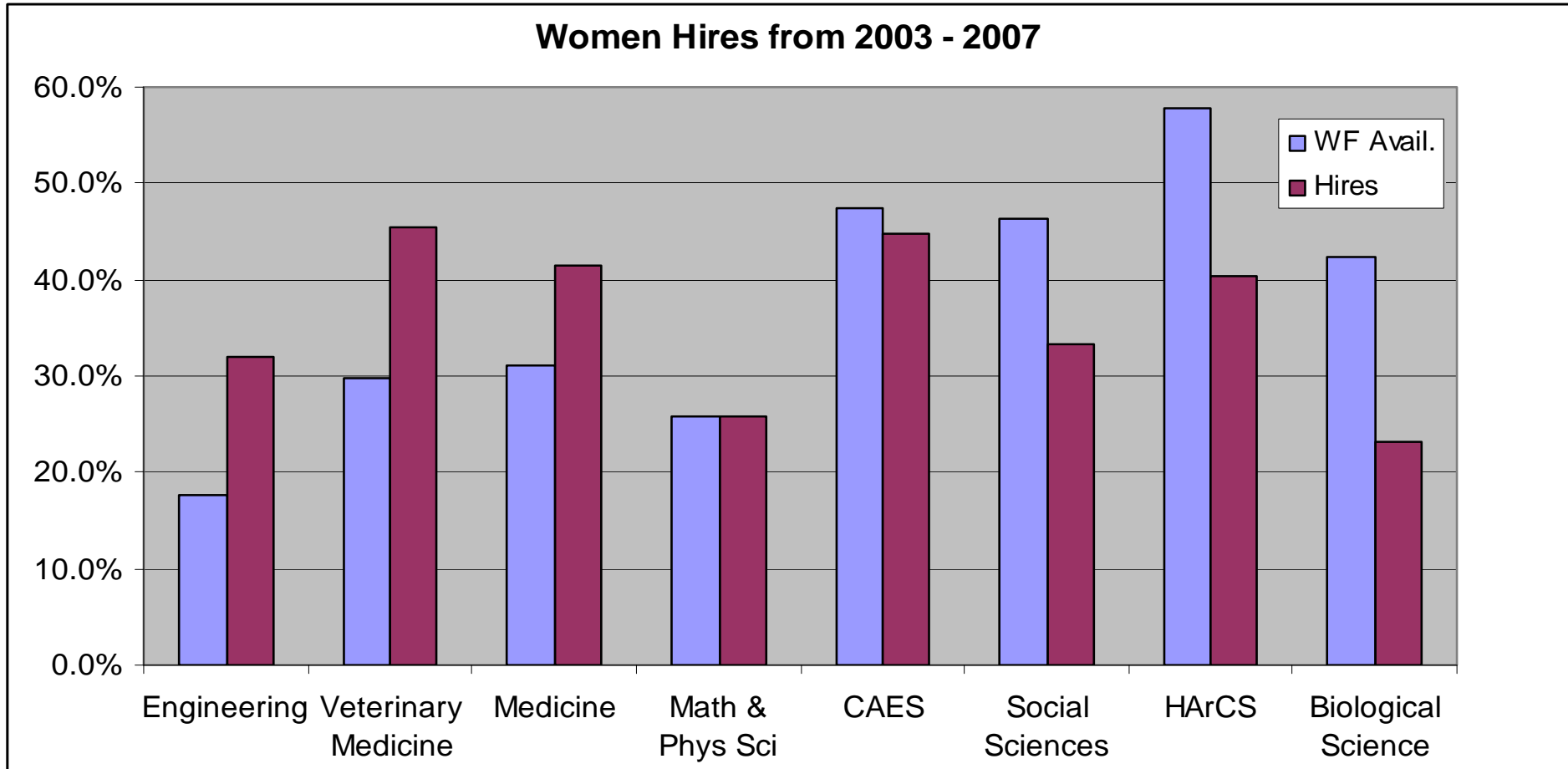
	Ladder Faculty		Workforce Availability	Academic Senate	
Total	73			117	
Female	27	37.0%	41.6%	43	36.8%
People of Color (PoC)	12	16.4%	18.1%	26	22.2%
Non-Asian (PoC)	5	6.8%	9.8%	8	6.8%

Work-Life Program

Academic Year	Replacement Funding Requests
2002-2003*	9
2003-2004	13
2004-2005	24
2005-2006	23
2006-2007	21
Total	90

*Program began in Jan. 2003; data only includes half of year.

Women Hire Trends by Research Area



California Proposition 209

(passed in 1996)

The state shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting.

A chilling effect on recruiting options . . .

Report of the UC Davis Chancellor and Provost Task Force on Faculty Recruitment

(May 1, 2000)

- Departments and programs should be rewarded for both their past and present efforts and success in hiring and retaining diverse faculty. Incentives may include, but should not be limited to:
 - The awarding of additional faculty FTE
 - Early release of FTE, and
 - Additional discretionary funds to be used for graduate student or postdoctoral support, etc.

Report of the UC Davis Chancellor and Provost Task Force on Faculty Recruitment (continued)

- Deans, departments, and programs should be held accountable for promoting diversity.
 - Accountability may include, but should not be limited to performance evaluations of deans and department chairs and other administrators regarding recruitment and diversity.
 - Failure on the part of departments and other units to make vigorous efforts to diversify the faculty should result in the withholding of additional FTE and additional recruitment-related discretionary funds until the dean is sure that future recruitments will be effective.
 - The Task Force strongly believes that this two-part recommendation, above all others, will provide the necessary catalyst for change.

Report of the UC Davis Chancellor and Provost Task Force on Faculty Recruitment (continued)

Some best practice recommendations:

- Hire at the junior level — more diverse pools
- Cluster hires where possible — expands choices
- Carefully monitor recruitments

The Vice Provost, Assistant Vice Provost and Deans meet with each new search committee to talk about what the hiring data means, explaining the process and answering questions on recruitment. The role of the Deans in overseeing recruiting efforts has been one of the banner results of the Task Force.

Training and Mentoring

- UC Davis has implemented a number of training programs across campus to help new faculty succeed.
 - Academic Personnel provides yearly leadership programs, workshops for new department chairs, new faculty workshops and “brownbags” during the lunch hour to give our faculty and chairs the tools they need to success and explain policy and procedure.
 - Included in these workshops are sessions on how to navigate the merit and promotion process, apply for grants, present opportunities in international programs and outreach and present resources available to faculty.
- We also host an annual reception for new faculty and one for new faculty women to promote the development of a network of colleagues outside their department.

School of Medicine Faculty Diversity Highlights

Compositional diversity

- There are 28 Latino faculty in the School of Medicine (3.3%) as compared with 18 faculty five years ago.
- There are 13 African American faculty (1.6 %) as compared with 9 faculty five years ago.
- There are 253 women (30%) compared with 197 women 5 years ago.

School of Medicine Faculty Diversity Highlights

(continued)

- A member of the School of Medicine's leadership team is Associate Dean, Diversity and Faculty Life, Dr. Jesse Joad
- Dr. Joad continues to meet individually with each new search committee chair to review how to do a diverse search using the principals in the UC Davis Report of the Chancellor's and Provost's Task Force on Faculty Recruitment, May 1, 2000.
- Our efforts at diversity recruitments were presented in an article in Faculty Vitae, an on-line publication by the American Association of Medical Colleges in winter 2007.



Jesse Joad, M.D.
Associate Dean, Diversity &
Faculty Life
UC Davis School of Medicine

<http://www.ucdmc.ucdavis.edu/facultydev/ourteam.html>

The Work / Life Program

- In 2003, the Work Life Balance Directive provided additional enhancement to already existing policies regarding childbearing and childrearing, including extension of leaves, and “active service-modified duties”. Central funds now provide for replacement teaching costs for one quarter during the quarter of Active Service Modified Duty. Spouses are also covered under the ASMD policy if they have substantial care of the child. Those faculty who adopt a child are also covered under these policies.

For more information, please see our UC Davis website:

<http://academicpersonnel.ucdavis.edu/worklife>

The Work / Life Program (continued)

- UC Davis also allows extension on the tenure clock for Assistant Professors who have had a child, and the clock may be extended up to two years – one year for two birth events. We also allow postponement of a merit without penalty for those who are Assistant Professors as well as those who have already achieved tenure but have had a child.

Partner Opportunity Program

- The Partner Opportunity Program assists in the recruitment and retention of faculty by providing services and resources for spouses or partners of new or current faculty.

For more information, please see:

<http://popprogram.ucdavis.edu>

POP Utilization Academic Years 2003 through 2007			
Academic Year	Clients Served	Senate Hires	Hires
2002-2003	62	17	52
2003-2004	95	8	26
2004-2005	107	4	43
2005-2006	85	7	26
2006-2007	89	9	34
Total	438	45	181

Partner Opportunities Program Summary

Partner Opportunities Program (POP) Summary									
ACADEMIC YEAR	CLIENTS SERVED	FILES CLOSED	SENATE HIRES	NSA HIRES	STAFF HIRES	OFF-CAMPUS HIRES	RECRUIT DECLINED OFFER	OTHER REASONS CLOSED*	ROLLED TO FOLLOWING YEAR
2002-2003	62	59	17	22	13	0	5	2	3
2003-2004	95	45	8	6	5	7	9	10	50
2004-2005	107	70	4	13	14	12	15	12	37
2005-2006	85	52	7	7	9	3	17	9	33
2006-2007	89	61	9	14	6	5	13	14	28
2002-2007	438	287	45	62	47	27	59	47	N/A
2007-2008**	46	18	2	4	6	2	1	3	28 Active Now

* Includes: Tuition reimbursement, rejected positions offered, no longer looking, returned to school, No contact with POP, etc.

** As of February 8, 2008.

Other Practices

Career Equity Reviews

Career Equity Reviews are offered for rare cases in which a Senate faculty member may have been hired in an inappropriate rank or step or may not be commensurate with his or her record of research after years of service. The candidate's entire record is reviewed and assessed for possible recalibration in rank and/or step. This process was instituted system wide and was one of the results of the State Gender Equity hearings in 2003.

Target of Excellence Program

The Target of Excellence Program is designed to target outstanding faculty who may be identified for recruitment.

<http://academicpersonnel.ucdavis.edu/toe.cfm>

Thank You

Barry M. Klein
Vice Chancellor for Research
UC Davis

bmklein@ucdavis.edu

<http://academicpersonnel.ucdavis.edu/facdiv/index.htm>