



# The Role of Contributions to Diversity in Faculty Hiring and Academic Review

UC ADVANCE PAID Roundtable 4  
Friday, October 25, 2013 9:15 a.m. - 4:00 p.m.  
Great Hall, UC San Diego

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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.

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8:00 - 9:00 a.m.	<b>Steering Committee Meeting</b> (Dean's Conference Room, IR/PS main building, 2nd floor)
8:45 - 9:15 a.m.	<b>Registration and Continental Breakfast</b>
9:15 - 9:30 a.m.	<b>Welcome and Research Context for the Day</b> Susan Carlson, Vice Provost for Academic Personnel, UC Office of the President Linda Katehi, Chancellor, UC Davis and Chair, UC ADVANCE PAID Steering Committee Jeanne Ferrante, Associate Vice Chancellor, Faculty Equity, UC San Diego
9:30 - 10:15 a.m.	<b>Keynote Address: "How Equity, Diversity and Inclusion Advance Institutional Excellence"</b> Pradeep K. Khosla, Chancellor, UC San Diego Introduction: Linda S. Greene, Vice Chancellor, Equity, Diversity and Inclusion, UC San Diego
10:15 - 10:30 a.m.	<b>Break</b> (light refreshments)
10:30 - 11:30 a.m.	<b>Using Contributions to Diversity in Hiring and Selection</b> The panel will discuss the use of "contributions to diversity" in faculty hiring. Jeffrey Rummel, 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
11:30 a.m - 12:30 p.m.	<b>Evaluating Contributions to Diversity Statements: Case Studies</b> This experiential session will provide a framework for evaluation and short examples of contributions to diversity statements for individual scoring, to be followed by table discussions and scoring of a longer example. Moderator: Jeanne Ferrante, Associate Vice Chancellor, Faculty Equity, UC San Diego

**12:30 - 1:15 p.m.**

**Lunch (Patio)**

**“Tools for Change” will be shown and discussed in the Great Hall during lunch. These short videos draw from research on issues of work-life balance and subtle bias affecting women in STEM.**

**Joan C. Williams**, Distinguished Professor, Law and Founding Director, Center for WorkLife Law, UC Hastings School of Law

**Mary Ann Mason**, Professor of the Graduate School, UC Berkeley and Faculty Co-Director of Berkeley Law Earl Warren Institute for Law and Social Policy

**1:15 - 2:15 p.m.**

**UC Research and Data on Faculty Review and Advancement**

The speakers will present preliminary results of a longitudinal study of differences in advancement, pay, and persistence among STEM faculty, along with current data regarding UC faculty 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

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

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

**2:15 - 2:30 p.m.**

**Break (light refreshments)**

**2:30 - 3:30 p.m.**

**UC Panel and Discussion: Using Contributions to Diversity in Academic Review**

Panelists, current and former CAP chairs, will discuss the use of the “contributions to diversity” criterion in UC academic review and advancement.

**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

**3:30 - 3:45 p.m.**

**Speed Reporting: What Will I Bring Back to my Campus?**

Participants will take part in a series of two-minute summaries to highlight key issues from the day.

**3:45 - 4:00 p.m.**

**Next Steps**

**Susan Carlson**, Vice Provost for Academic Personnel, UC Office of the President

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

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**SAVE THE DATE**

**ROUNDTABLE 5: “Assessing Climate and Community: Particular Challenges for Hispanic/Latina STEM Faculty”**  
**APRIL 23, 2014 – UC DAVIS**