

## Extending Faculty Diversity Task Force

First Year Report, June 2020

Kimberly Lau, EFDTF Chair

### Overview

The Extending Faculty Diversity Task Force (EFDTF) was convened in January 2020 to leverage the strengths of the ten-campus system in accelerating the diversification of UC faculty. It was charged with “[developing] best practices and creative solutions for extending faculty diversity through hiring and retention, as well as offering ideas for improving campus climate.” To this end, it has been working in collaboration with UCAADE and as a complement to UCOP’s Advancing Faculty Diversity (AFD) initiative. At its May 2020 meeting, the Academic Council voted to extend the Task Force for an additional two years.

In addition to EFDTF’s chair, membership consists of two Academic Council members, two UCAADE representatives (one current, one past), and two at-large members:

Kimberly Lau, UCSC, EFDTF Chair  
Sean Malloy, UCM, UCPB Chair (Academic Council)  
Dylan Rodriguez, UCR, Divisional Chair (Academic Council)  
Elizabeth Abrams, UCSC, current UCAADE member  
Lok Siu, UCB, past UCAADE chair  
Jean Beaman, UCSB (member at-large)  
Matthew Bucknor, UCSF (member at-large)

### Foundational Ideas

There are four primary ways to diversify the faculty:

(1) increase the diversity of the pipelines into the professoriate

Many professional organizations, often in collaboration with UC and other higher education institutions, have developed multi-level programs to diversify pipelines to the professoriate.

(2) recruit more diverse faculty

UCOP’s Advancing Faculty Diversity program is heavily focused on diversifying the faculty through innovative recruitment practices, including multicampus initiatives.

(3) retain diverse faculty

While the AFD has also sponsored retention efforts, such efforts have been primarily limited to single-campus climate initiatives, although for the 2020-22 award cycle AFD has introduced a new data collection area and will also prioritize multicampus efforts.

#### (4) encourage faculty renewal

Given the demographic of faculty who were hired 30+ years ago as compared to those who have been hired in the past 15 years,<sup>1</sup> programs that incentivize retirement are the only means for significantly accelerating faculty renewal, but the EFDTF does not have the power to create such programs.

After careful consideration of these different approaches as well as EFDTF's areas of expertise and capacity, the Task Force decided that faculty retention is the area where we are able to have the greatest effect on UC's faculty diversity.

### **Dimensions of Retention**

The retention of marginalized faculty members is a complex problem that demands a multidimensional response. Unlike efforts to advance faculty diversity through recruitment programs, retention efforts must attend to the institutional, social, and interpersonal circumstances in which faculty members are already embedded.

As such, there are several overlapping dimensions to faculty retention:

- (1) resilience: surviving institutional and structural oppressions
- (2) identification with and investment in the institution
- (3) balance: both work/life and research/teaching/service.

While current retention initiatives tend to address these dimensions individually, the EFDTF is committed to a multidimensional approach that facilitates connections (community/climate), leadership, and intellectual engagement that enhances a sense of belonging (research time/resources). To this end, we have developed an initial network of interlocking programs that collectively offer opportunities for faculty self-determination and self-efficacy, intellectual engagement and support, leadership development, and mechanisms for identifying and addressing institutional oppressions with upper administration. Our model assumes that marginalized faculty members may want to participate in different programs at different stages in their careers and/or at different times during the academic year. It is a network model, not a progressive model; as such, it allows for—and encourages—organic movement, conversation, and collaboration across the programs but it does not require nor depend on such movement for its success.

### **Possible UC Collaborators**

Advancing Faculty Diversity (AFD)

UC Humanities Research Institute

Fall 2020 Residential Research Group theme is “Disciplining Diversity.”

(<https://uchri.org/grants/disciplining-diversity-residential-research-group/>)

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<sup>1</sup> <https://accountability.universityofcalifornia.edu/2019/chapters/chapter-5.html#5.2.1>

## Presidents Postdoctoral Fellowship Program (PPFP)

### **Recommendations**

Continue to develop a proposal for a multifaceted systemwide retention initiative based on EFDTF's initial plans to be submitted during the next AFD cycle

Explore other UCOP opportunities for supporting such an initiative with Yvette Gullatt, Vice Provost for Diversity and Engagement

Work with Susan Carlson, Vice Provost for Academic Personnel and Programs, and Patricia Osorio-O'Dea, Director of Academic Program Coordination, to see how best to go about building the initiative's infrastructure

Discuss opportunities and mechanisms for campus support of such an initiative with Chief Diversity Officers

Continue the EFDTF for two years to underscore the Senate's commitment to faculty diversity and to allow for the complete development of the EFDTF's initiative