

# Faculty diversity and advancement: latest news

## New Faculty Orientation 2009

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# What I do

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- Work with deans, department chairs, search committees on recruiting and retaining a diverse faculty
- Collaborate with colleagues across the UC system and elsewhere on diversity-related programs
- Develop new initiatives that address barriers of under-representation

# New and Ongoing Programs

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- Career Partners Program
  - See brochure – for help with dual career issues
  - Spouses or partners with either academic or non-academic professional needs
- Family-friendly policies
  - FAQs on website, brochure
- Faculty Mentoring program

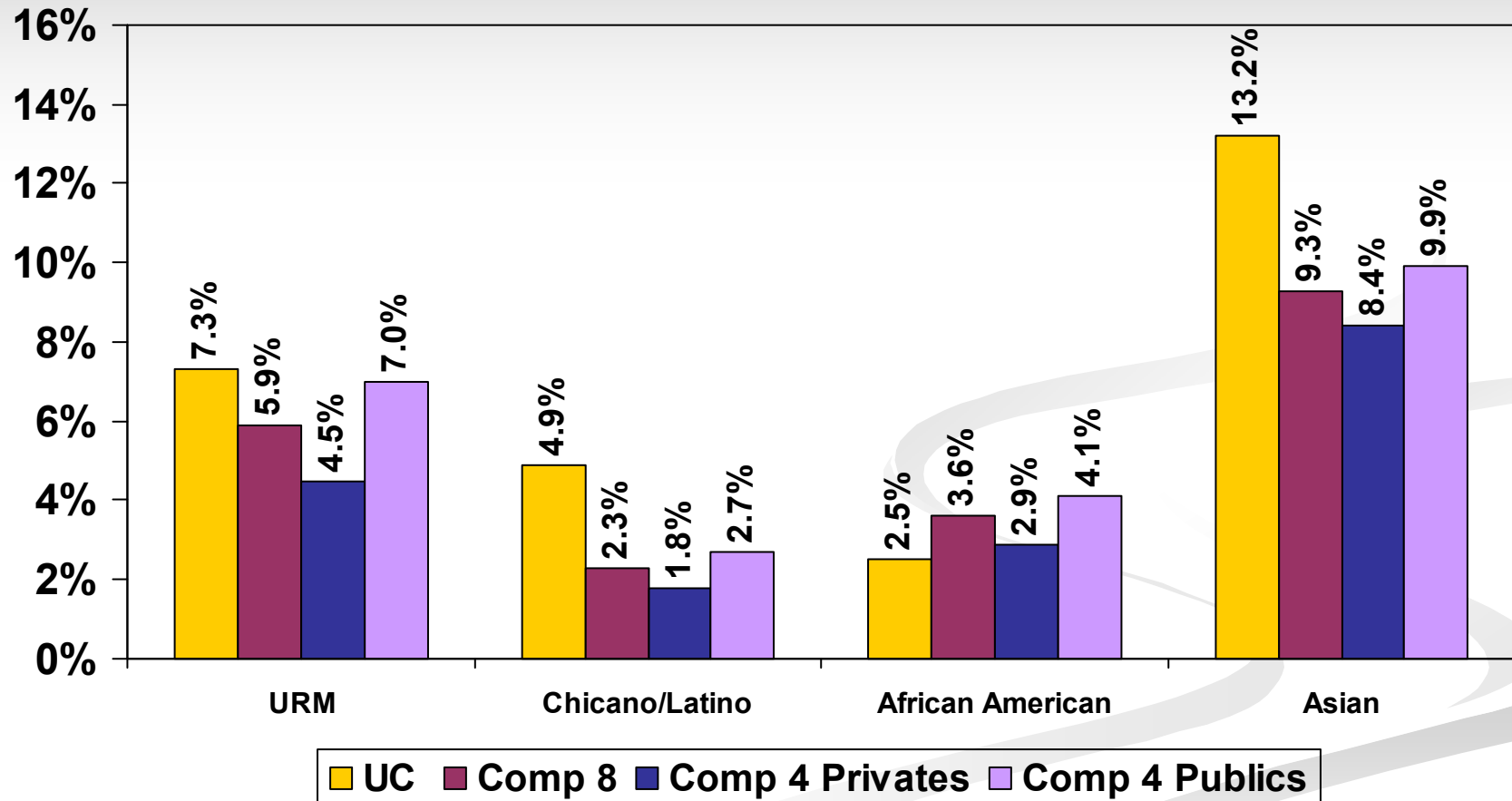
# What's happening: 09-10

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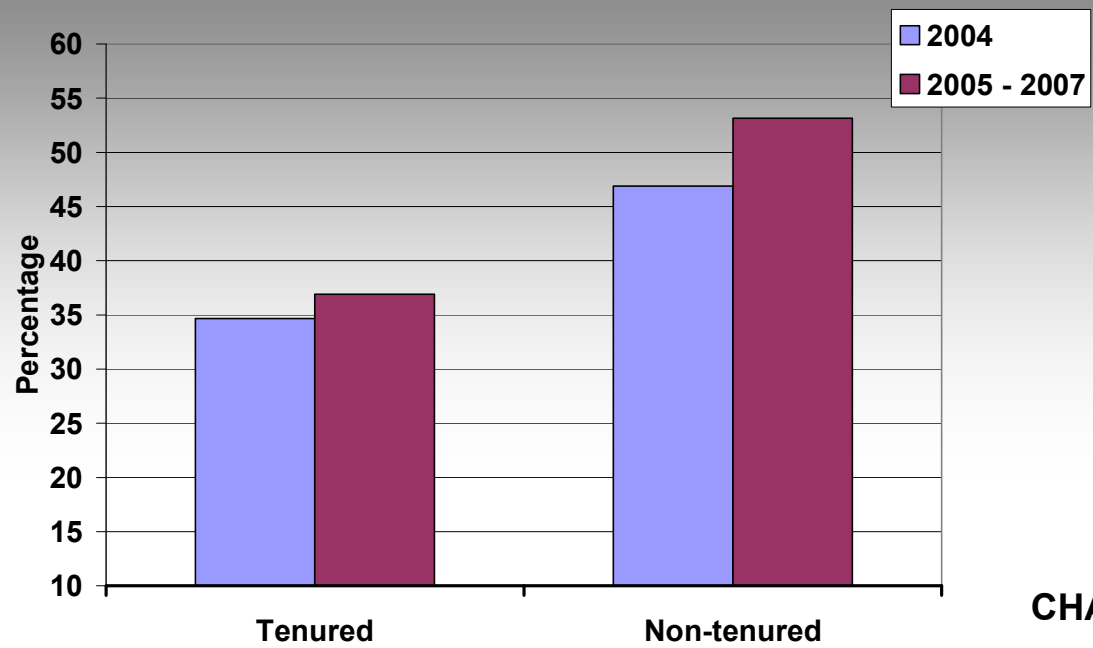
- Little or no recruitment
- Emphasis on retention, advancement
  - Disproportionate effect of budget situation on women or under-represented minorities?
  - Make sure our current faculty are happy (or as happy as we can make them)
- Overview of current stats, preview of coming programs

# UC Faculty – Comparison 8 Institutions

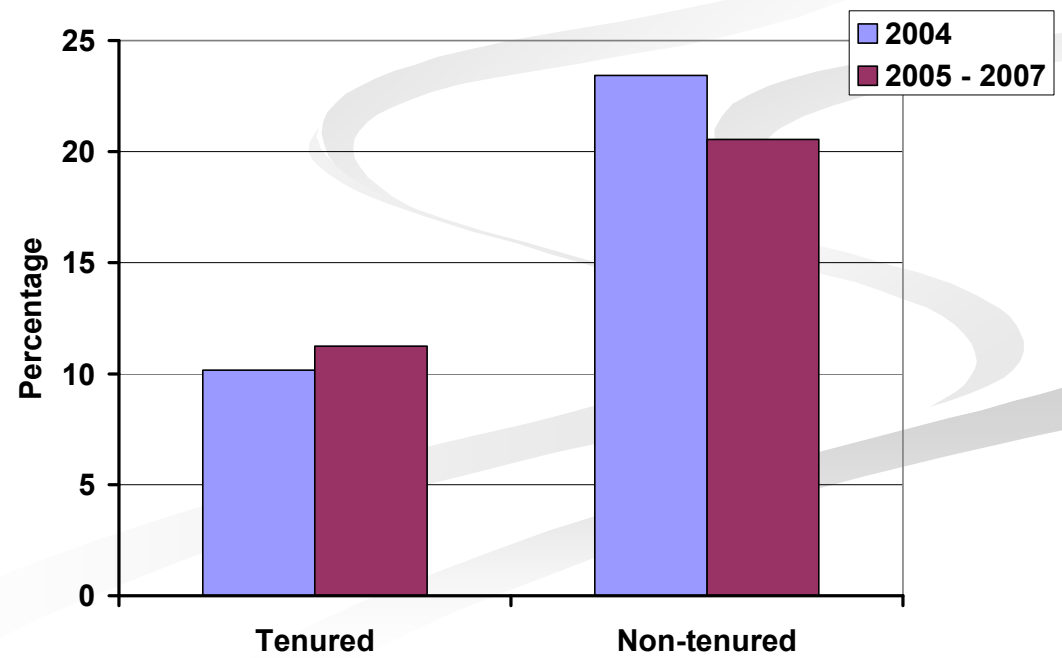
Faculty Diversity is a National Problem



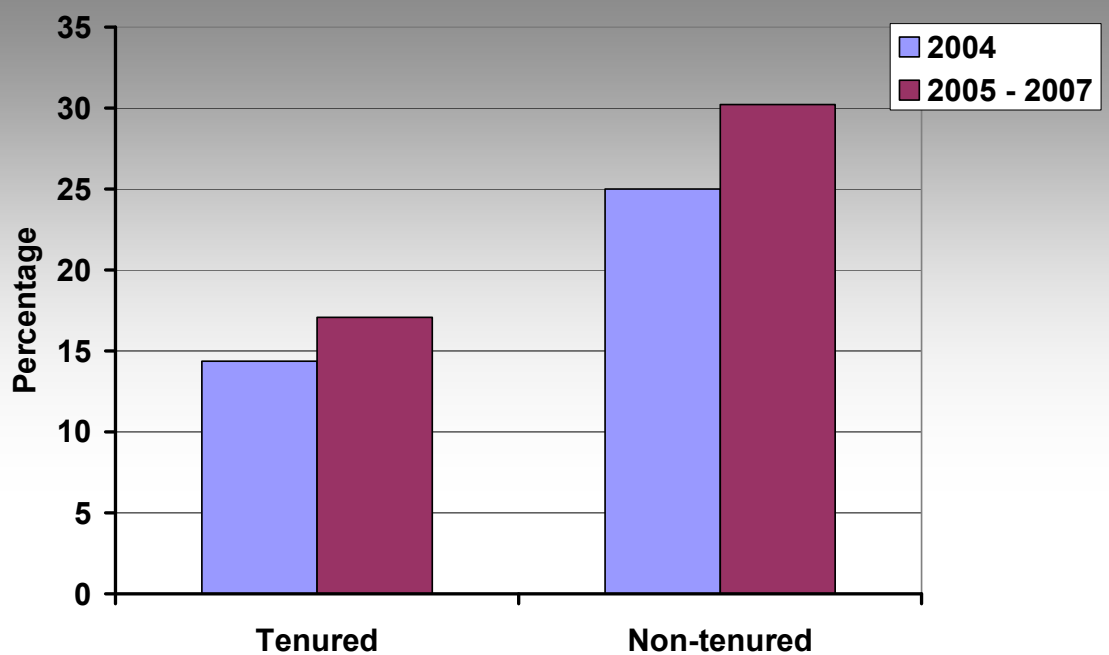
### CHASS Women Faculty



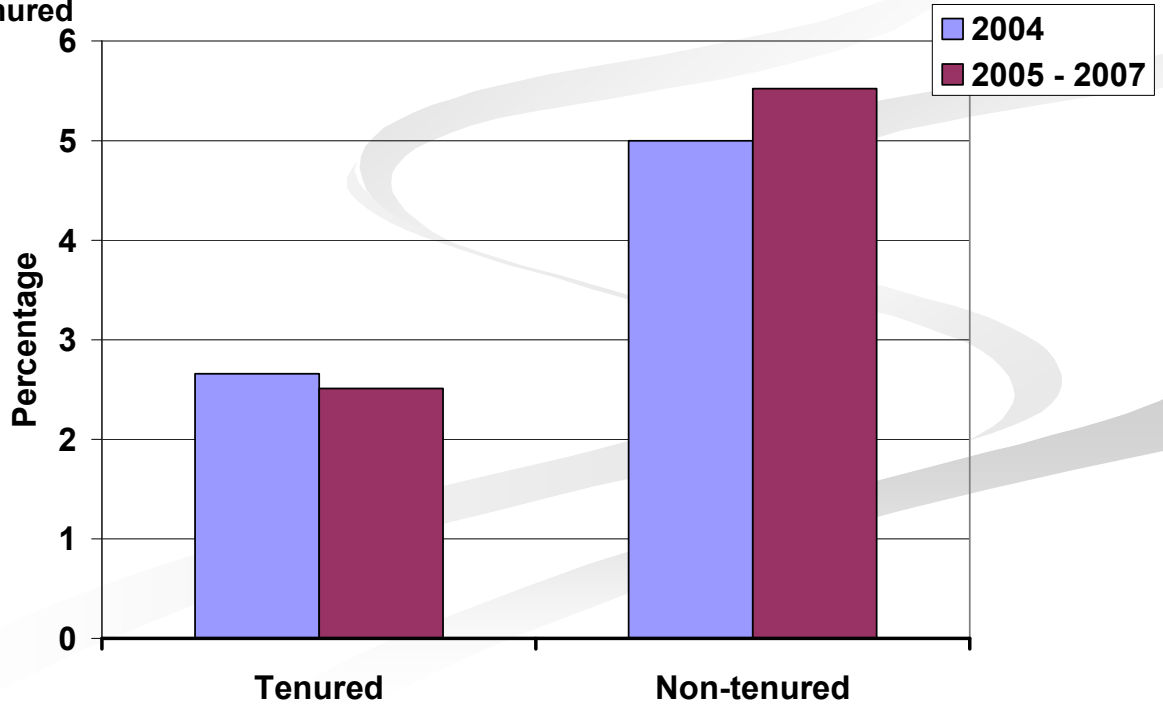
### CHASS URM Faculty



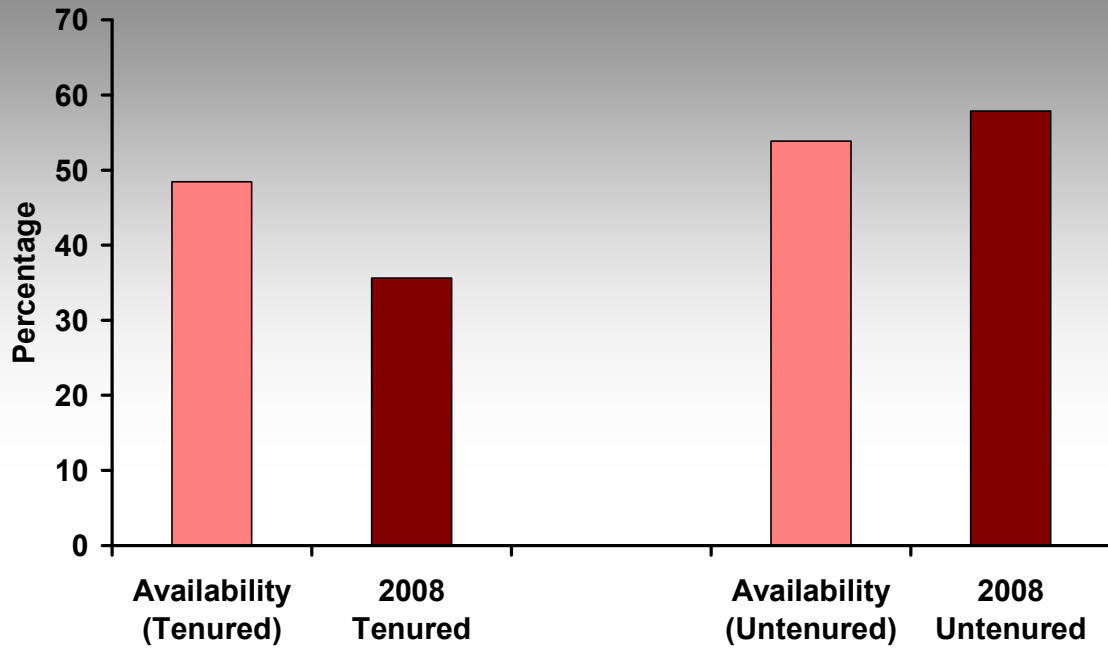
### CNAS Women Faculty



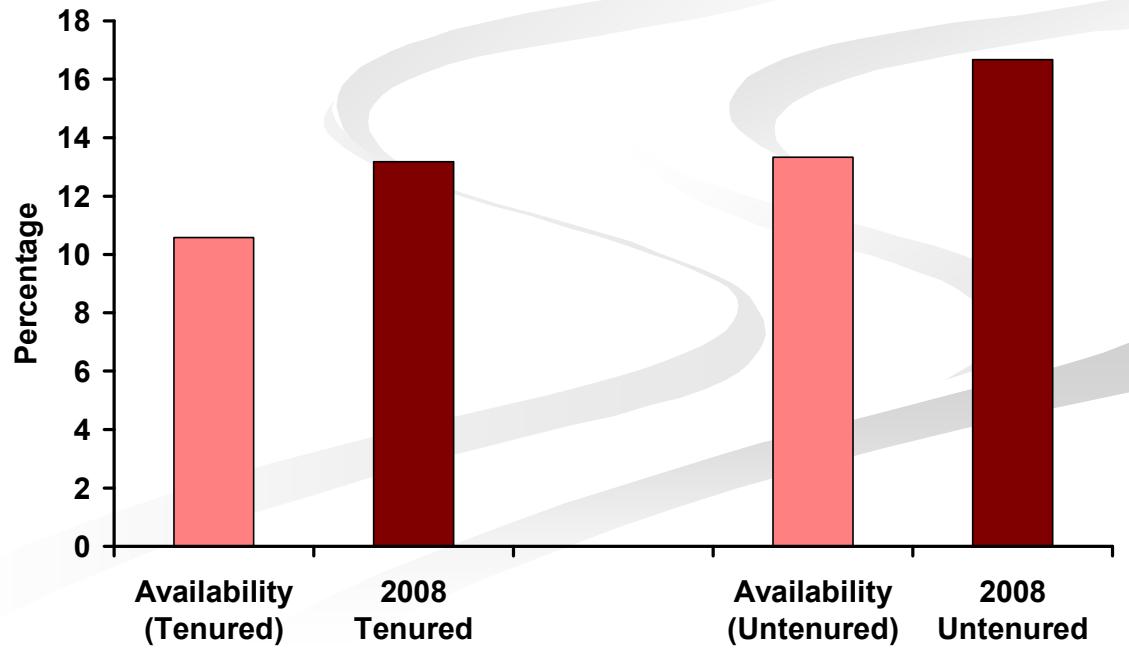
### CNAS URM Faculty



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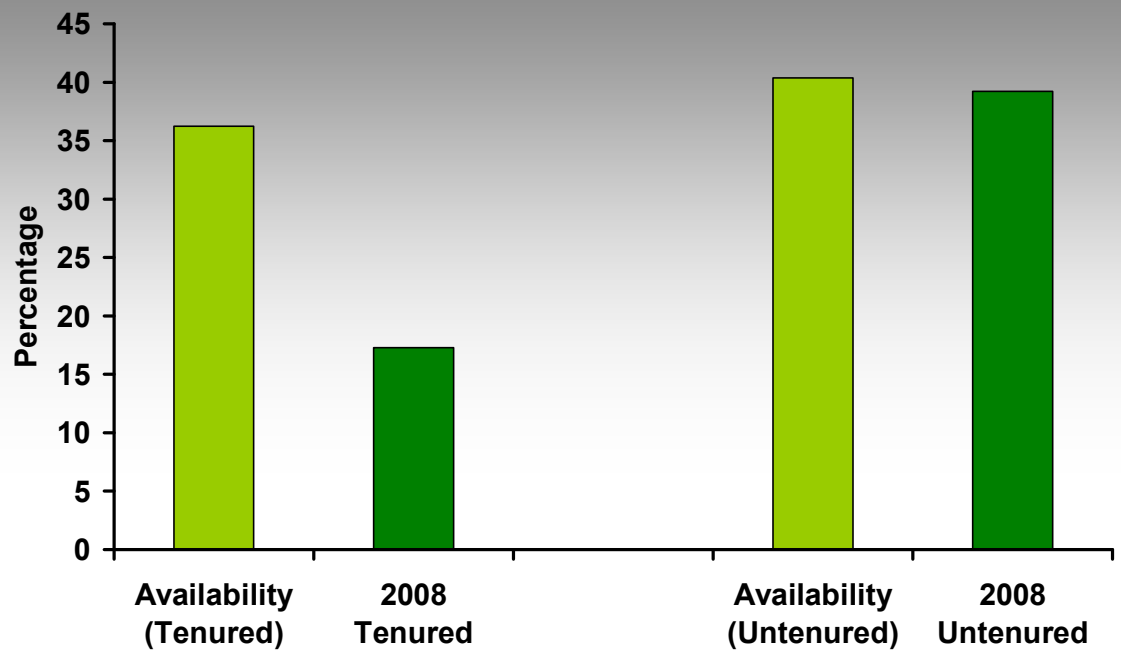


### CHASS URM Faculty

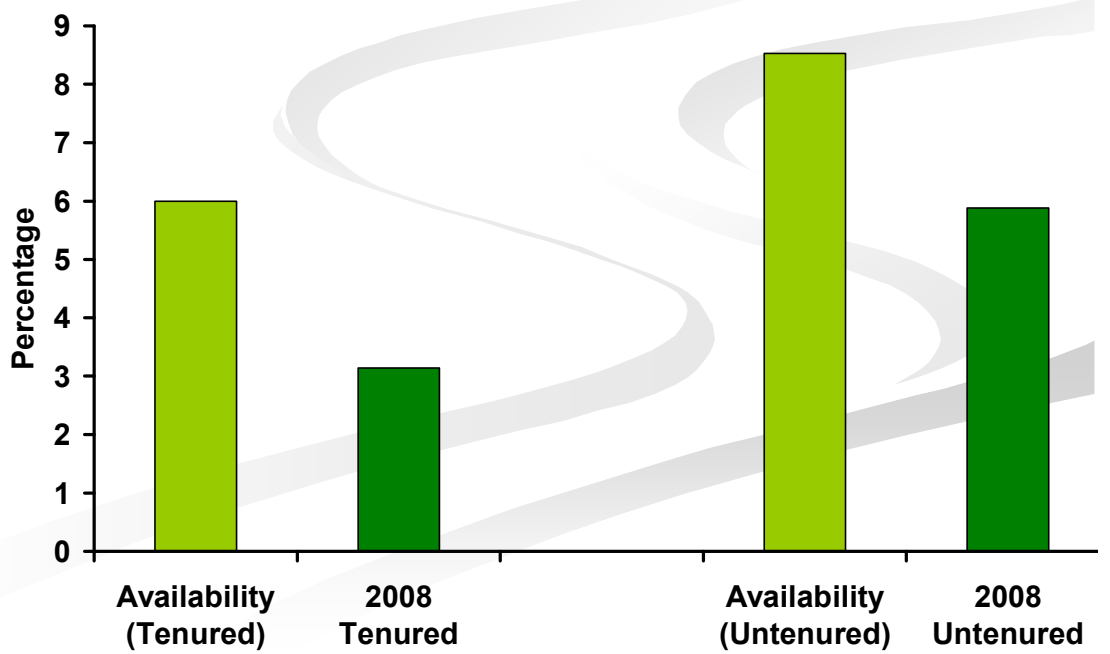




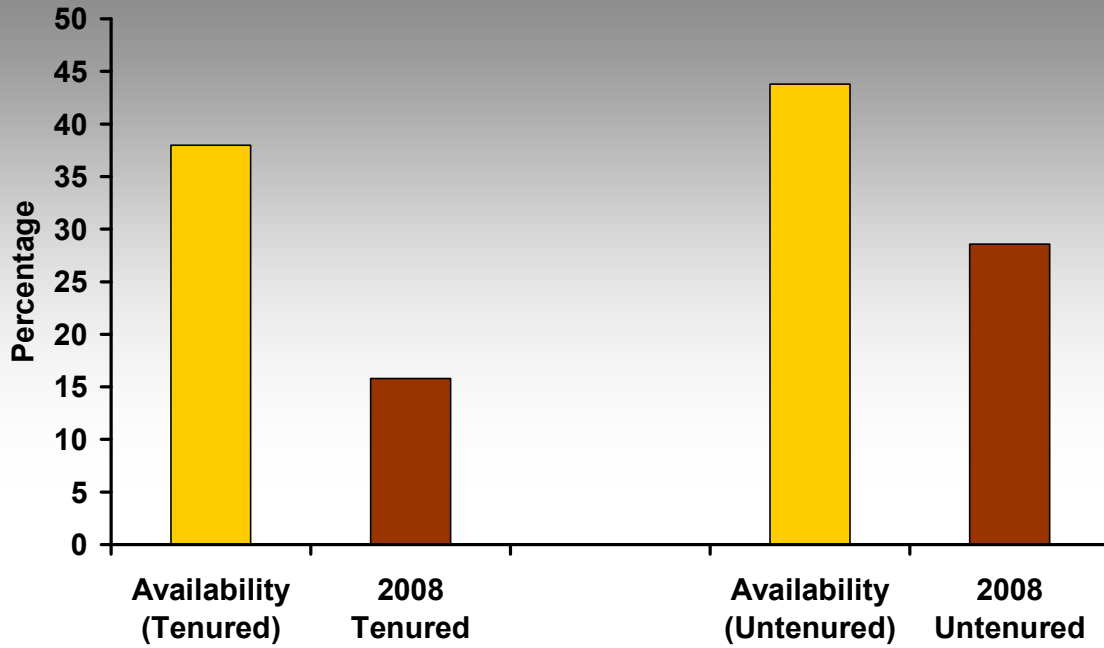
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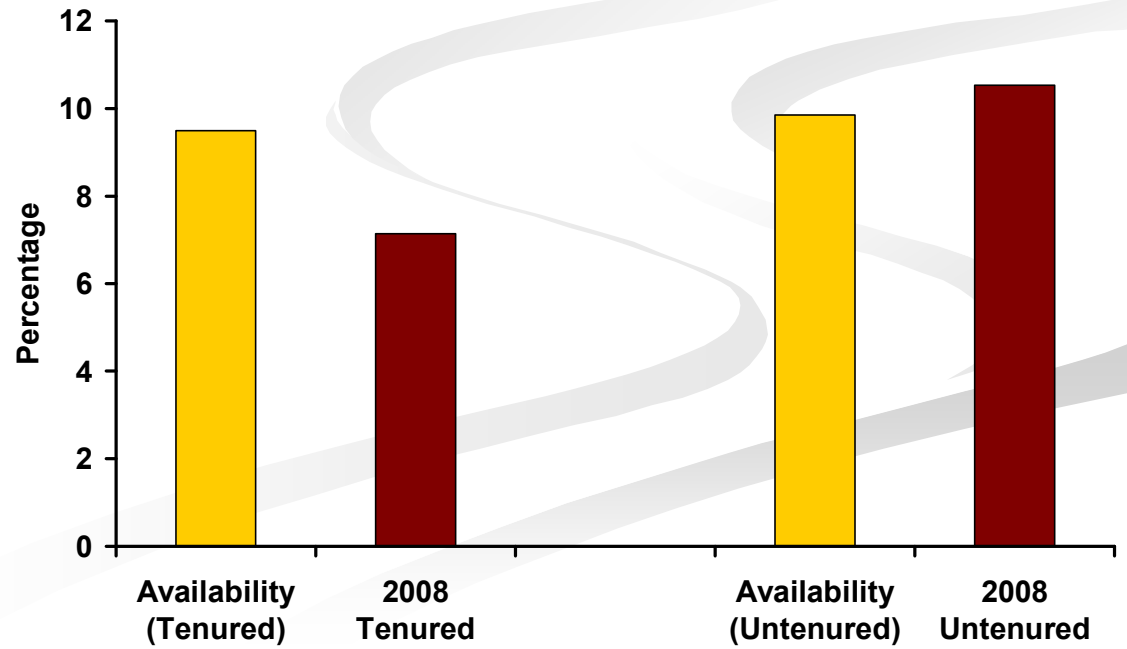
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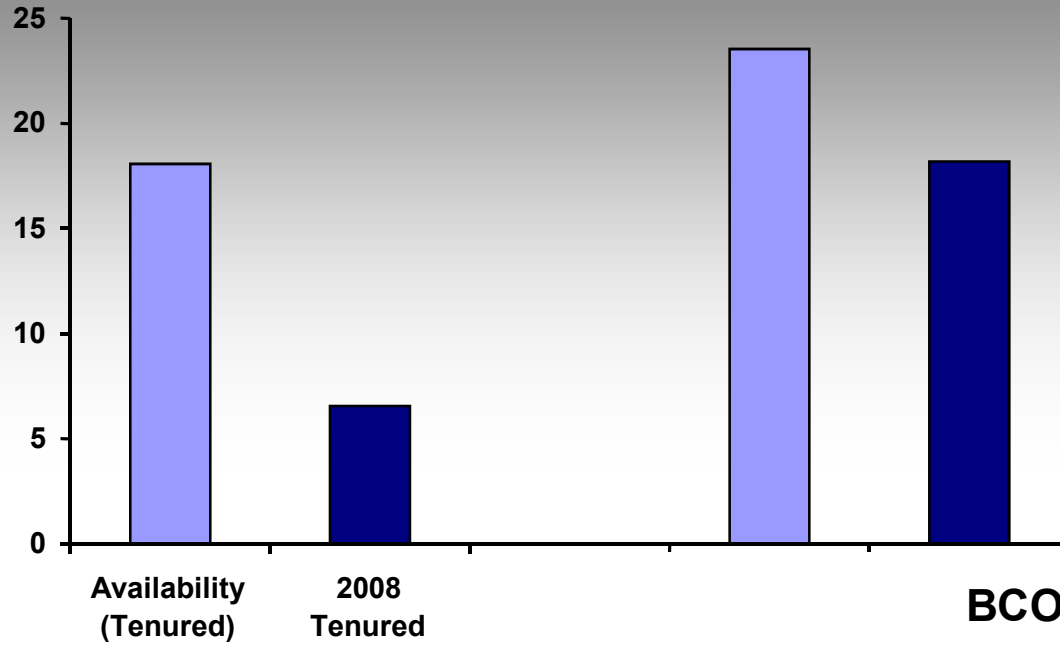
### AGSM Women Faculty



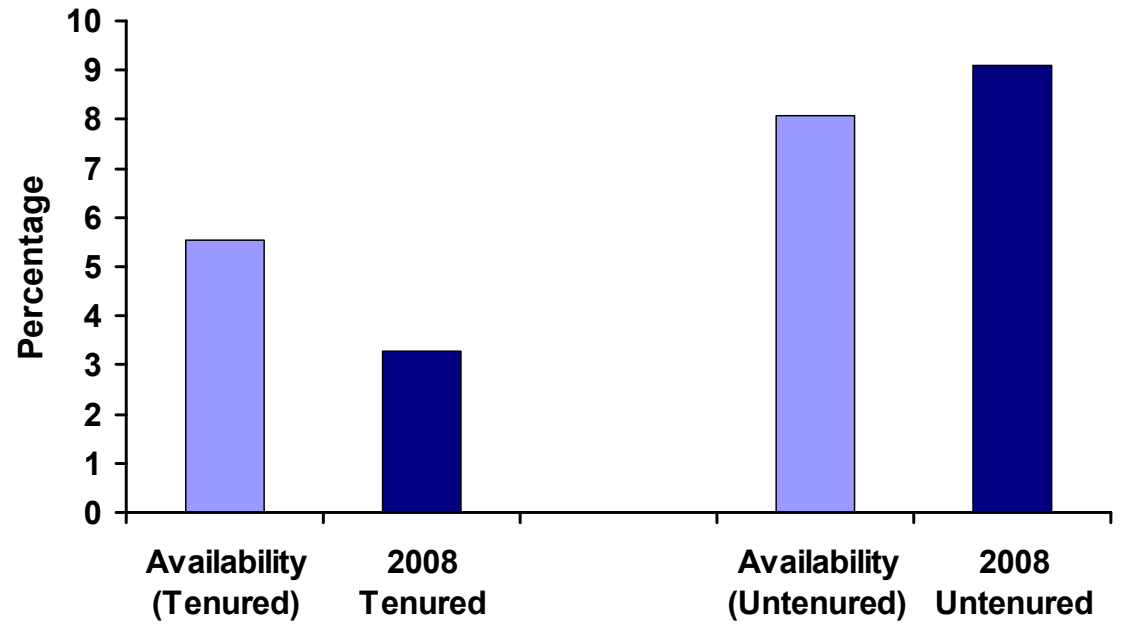
### AGSM URM Faculty



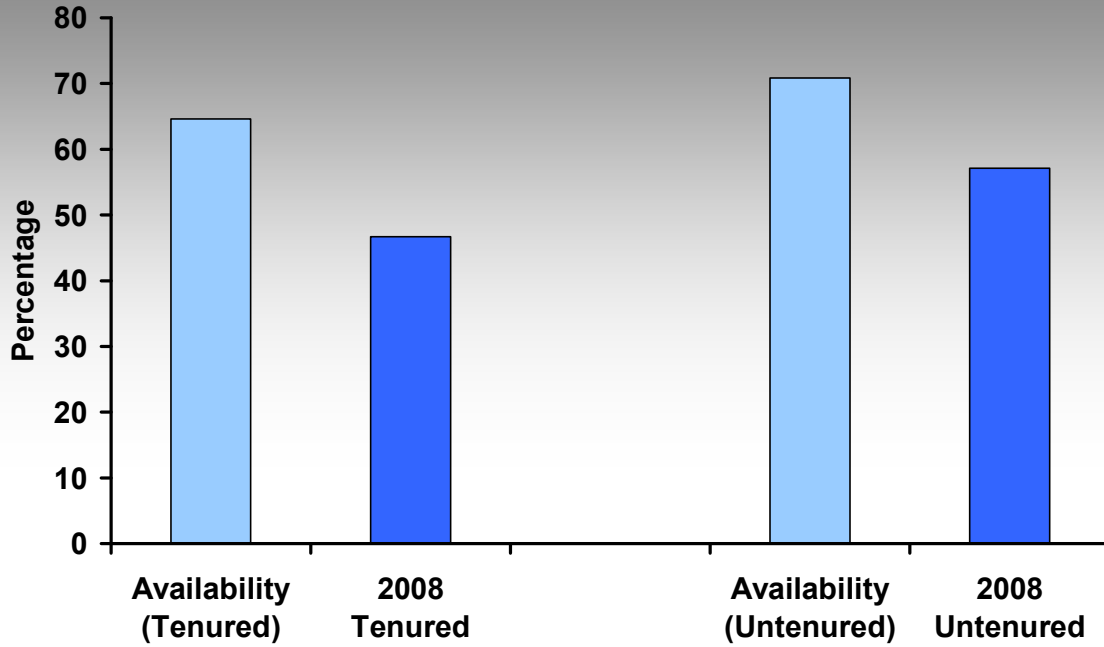
### BCOE Women Faculty



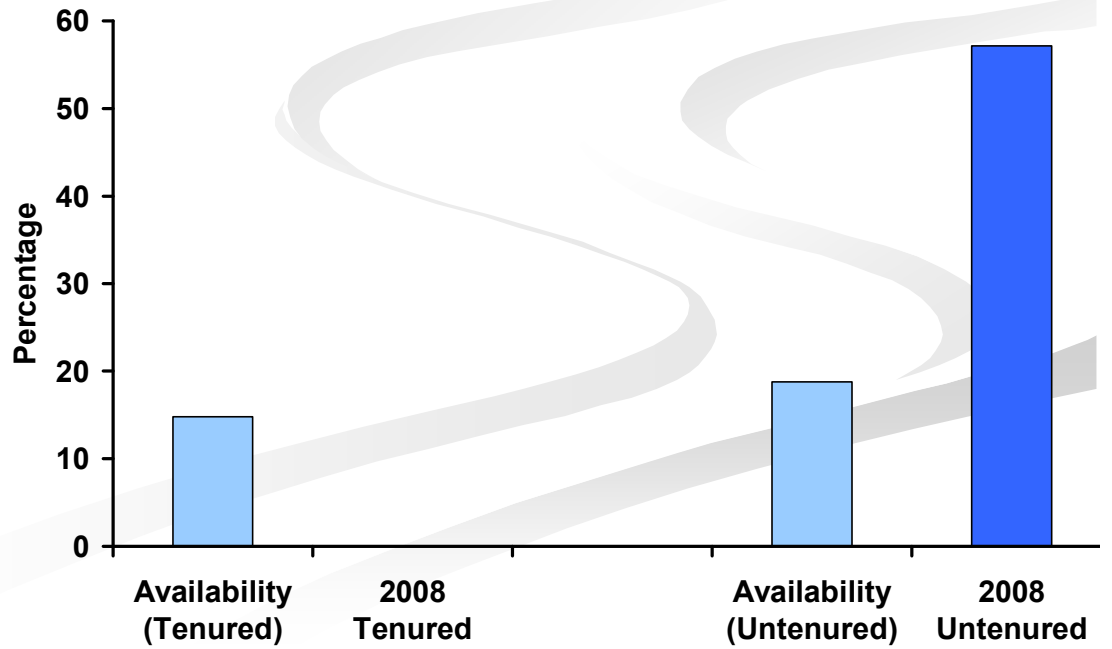
### BCOE URM Faculty



### GSOE Women Faculty



### GSOE URM Faculty



# Faculty mentoring programs

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- New faculty often have questions about adjusting to life as an academic
- Important in retaining faculty, avoiding misunderstandings (and lawsuits!), promoting success
- Can be particularly important for women and under-represented minorities

# Effectiveness of Mentor Programs

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- Cal State Long Beach:
  - After 1 year, compared mentored and non-mentored faculty
  - Mentored had:
    - Higher levels of job satisfaction
    - Better teaching evaluations
    - Greater productivity
    - More firm plans for remaining at the institution

# Typical issues addressed

(from UCSD's mentoring site)

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- How does one establish an appropriate balance between teaching, research and committee work? How does one say "no?"
- What criteria are used for teaching excellence, how is teaching evaluated?
- How does one obtain feedback concerning teaching? What resources are available for teaching enhancement?
- How does one identify and recruit good graduate students? How are graduate students supported? What should one expect from graduate students? What is required in the graduate program?

# Faculty mentoring program pilot 08-09

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- All assistant professors (16)
- Three units: GSOE, History of Art, and Biology
- Volunteer mentors solicited from entire campus
- Chairs assigned internal mentors, AVP assigned external mentors in consultation with Dean



# Plans for 09-10 mentoring

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- Campus-wide
  - First and second year assistant professors
- Will call for volunteers to act as external mentors
- Chairs are asked to assist by assigning internal mentors
- Will consult before assigning external mentor

# Beyond Tenure: promotion to full professor

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- Advancement beyond associate professor issue of concern at all UC campuses
- Some evidence from Berkeley that women and men advance at different rates
  - Women in book-based fields slower to achieve full prof
  - Currently gathering data for UCR
- Plans for 09-10 include panel to give information and provide support for associate professors eligible for promotion