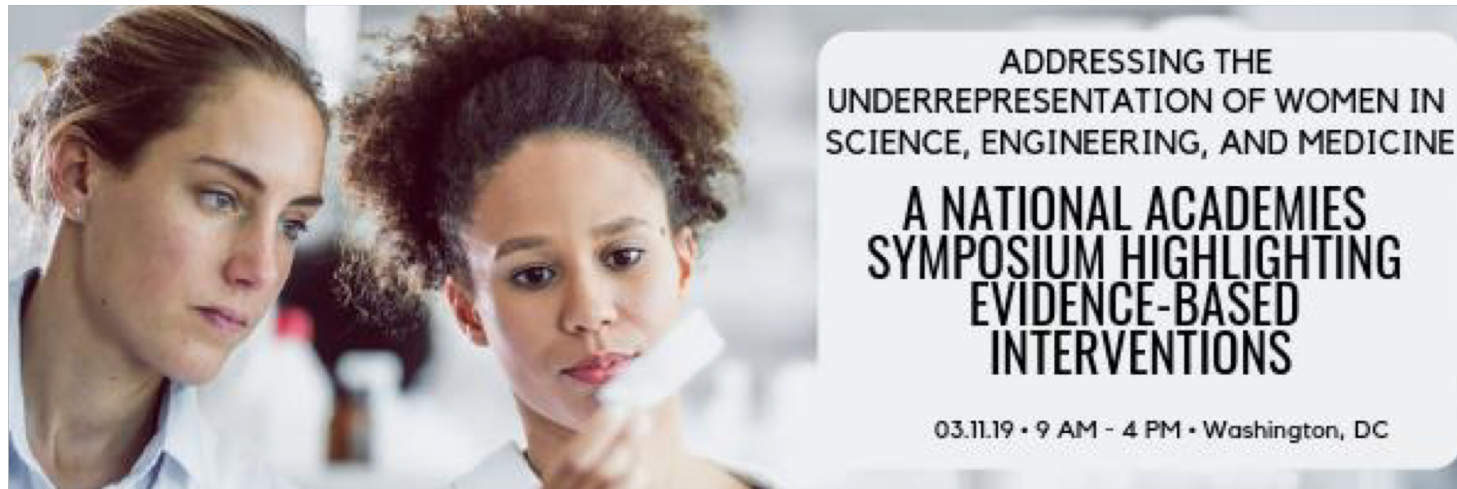




Panel on Recruitment, Retention, and Advancement

Focus: Hiring for Diversity & Inclusion

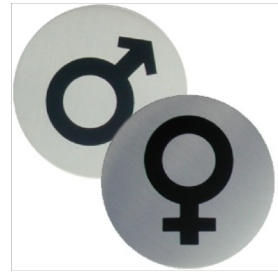
Alice M. Agogino

Roscoe and Elizabeth Hughes Professor of Mechanical Engineering,
University of California Berkeley

Committee member of 2007 NASEM study Beyond Bias and Barriers &
2018 Sexual Harassment Study

Mission Matters: Recruitment

20% of engineering B.S. graduates are female



- 10-13% in electrical, computer, mechanical engineering *
- **50% of B.S. environmental engineering graduates are female***
- **41% in biomedical engineering ***
- **60% in development engineering, UC Berkeley**



You can't be what you can't see.

— *Marian Wright Edelman* —

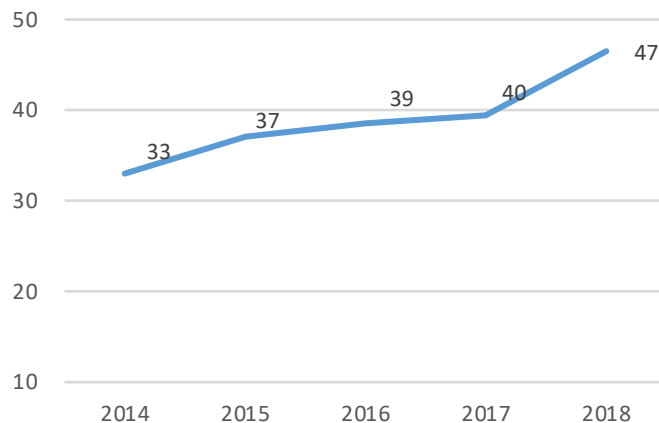
Best Practices in Faculty Hiring

Engineering Faculty FTE : Women and URM – UC Berkeley

Gender	2014	2015	2016	2017	2018
Female	33	37	39	40	47
Male	193	191	194	189	184
Grand Total	226	228	232	229	231

Gender	2014	2015	2016	2017	2018
Female	15%	16%	17%	17%	20%
Male	85%	84%	83%	83%	80%
Grand Total	100%	100%	100%	100%	100%

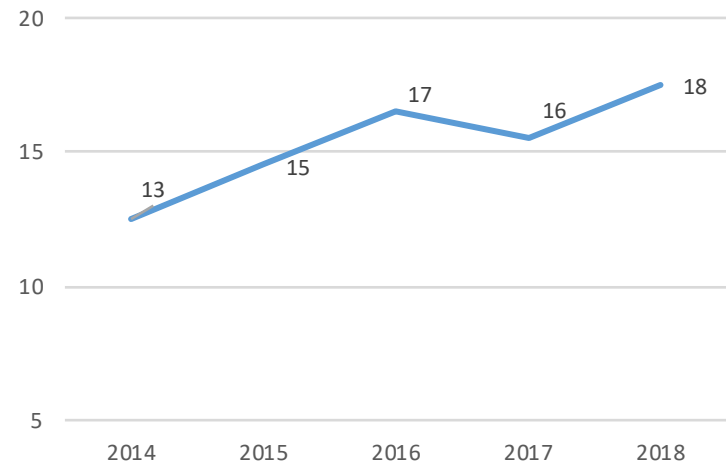
CoE Female Faculty FTE



Ethnicity	2014	2015	2016	2017	2018
URM	13	15	17	16	18
Asian	49	51	50	51	52
Declined to State	1	3	4	4	9
White	163	160	162	159	153
Grand Total	226	228	232	229	231

Ethnicity	2014	2015	2016	2017	2018
URM	6%	6%	7%	7%	8%
Asian	22%	22%	21%	22%	23%
Declined to State	0%	1%	2%	2%	4%
White	72%	70%	70%	69%	67%
Grand Total	94%	94%	93%	93%	93%

CoE URM Faculty FTE



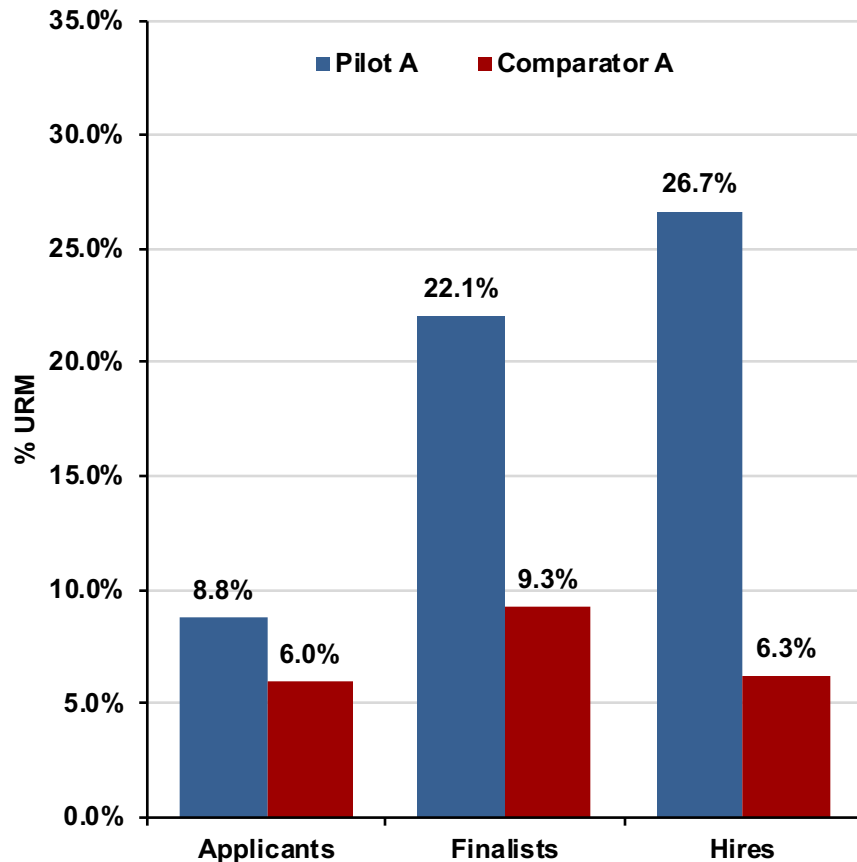
2017-18 Pilot Initiative

Advancing Faculty Diversity – Engineering UC Berkeley

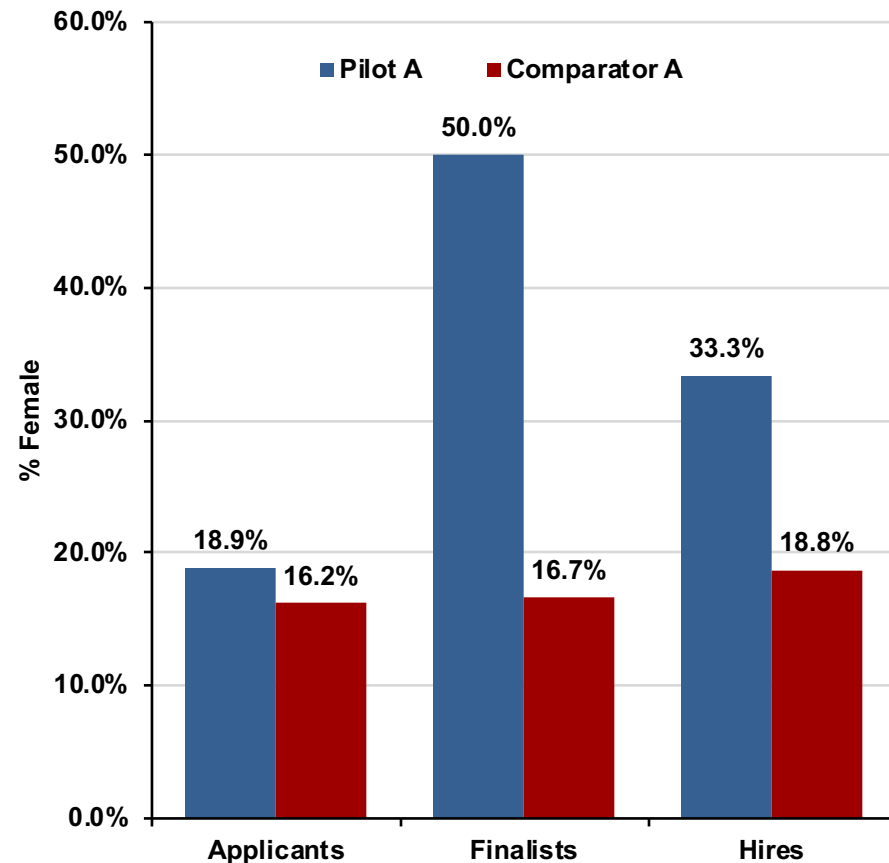
- Goals
 - Improve the faculty search process to overcome barriers faced by female and URM applicants
 - Cultivate a culture in which all members of the community view themselves as active participants in advancing equity and inclusion (E&I)
- Outcomes
 - Incredible(!) cohort of incoming faculty
 - Revised hiring guidance on assessing contributions to diversity in faculty hiring

UC Advancing Faculty Diversity Initiative

Percentage (%) of Underrepresented Minority Ladder-Rank Faculty and Equivalent by Hiring Stage, Academic Year 2017-18



Percentage (%) of Female Ladder-Rank Faculty and Equivalent by Hiring Stage, Academic Year 2017-18



Faculty Searches in 2018-19

- Updated search guidelines
- Targeted outreach
- Implicit bias training
- Importance of rubrics
- Diversity, Equity, Inclusion rubrics
 - Each dept customizes and establishes minimum threshold before reviewing applications
 - Leadership team reviews the rubrics, and final candidates (accountability, transparency, learn from each other)
- Spirit of Implementation
 - Collaborative process
 - Dialog and input are welcome
 - We want to learn what works



Academics

[> Undergraduate programs](#)[> Majors & minors](#)[> Undergraduate Guide](#)[> Faculty](#)

Invitation for faculty position applications

UC Berkeley is one of the world's premier public universities, and Berkeley Engineering maintains top rankings among engineering programs nationally, public or private. With more than 240 regular faculty members, 2,100 graduate students and 3,400 undergraduate students located in seven academic departments, Engineering is the second largest college on the Berkeley campus. Our reputation for intellectual rigor, our talent for developing technologies that improve quality of life and our entrepreneurial spirit are reflected in our faculty and students, and by our physical environment. We offer a dynamic, interdisciplinary, hands-on education, challenge conventional thinking and value creativity and imagination.

Faculty positions available

Bioengineering

- **Assistant Professor - Biological Engineering and Synthetic Biology** (closes Nov. 30, 2018)
For more information: <https://aprecruit.berkeley.edu/apply/JPF01921>

Civil and Environmental Engineering

- **Assistant Professor - Future Infrastructure Systems** (closes Nov. 15, 2018)
For more information: <https://aprecruit.berkeley.edu/apply/JPF01930>

Electrical Engineering and Computer Sciences

- **Assistant Professor - All Areas** (closes Dec. 14, 2018)
For more information: <https://aprecruit.berkeley.edu/apply/JPF01879>

Berkeley Office for Faculty Equity & Welfare

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[Home](#) » [Recruitment](#) » [Contributions to Diversity](#)

Contributions to Diversity



Guidelines for Assessing Faculty Candidate Contributions to Advancing Diversity, Equity and Inclusion at Berkeley

Advancing diversity, equity, and inclusion are responsibilities of all Berkeley faculty through their research, teaching, and/or service. As a public institution we expect all new hires to meet our equity and inclusion standards for excellence. These responsibilities are codified in both the [UC Berkeley Principles of Community](#)[®], and [The University of California Regents Policy 4400](#)[®]. Advancing diversity, equity, and inclusion also supports our campus goals for diversifying the faculty and creating an inclusive campus climate for all individuals. The purpose of this webpage is to provide candidates for faculty positions and faculty search committees information about how to consider and evaluate contributions to diversity, equity, and inclusion throughout the faculty search process.

From the UC Berkeley Principles of Community:

"These principles of community for the University of California, Berkeley, are rooted in our mission of teaching, research and public service. They reflect our passion for critical inquiry, debate, discovery and innovation, and our deep commitment to contributing to a better world. Every member of the UC Berkeley community has a role in sustaining a safe, caring and humane environment in which these values can thrive."

Among the principles:

- "We recognize the intrinsic relationship between diversity and excellence in all our endeavors.
- We embrace open and equitable access to opportunities for learning and development as our obligation and goal."

From the Regents Policy 4400: Policy on University of California Diversity Statement:

**Support for Candidates for
Faculty Searches**

**Support for Faculty Search
Committees**

Lessons Learned

1. Taking diversity statement seriously. Contributions to E&I is considered as important as research and teaching. Information provided on why and how to integrate diversity statements into hiring, and evaluation rubrics.
2. Cluster hiring, or “extra slots” that departments compete for, can incentivize faculty to look for candidates, and identify candidates, that are outside of pre-defined priority hiring areas (which are often narrowly defined based on teaching/research priorities, but narrow searches yield much less diverse pools).

Credits

- Kara L. Nelson, Professor, Civil and Environmental Engineering, Development Engineering, U.C. Berkeley
- Associate Dean for Equity and Inclusion, College of Engineering
- karanelson@berkeley.edu



- Fatima Alleyne, Ph.D., Materials Engineering, UC Berkeley
- Director of Faculty Engagement
- Past President at Contra Costa County Board of Education
- fatima.alleyne@berkeley.edu



OFEW links

- Guidance for candidates and committees
<https://ofew.berkeley.edu/recruitment/contributions-diversity>
- Rubric for assessing candidates
https://ofew.berkeley.edu/sites/default/files/candidate_evaluation_tool_for_faculty_searches.pdf
- Rubric for assessing contributions to DEI
https://ofew.berkeley.edu/sites/default/files/rubric_to_assess_candidate_contributions_to_diversity_equity_and_inclusion.pdf