

Year 1 Public Description of Work for  
Action Collaborative on Preventing Sexual Harassment in Higher Education

University of California, Santa Barbara

**Diversity Statements in Faculty Hiring & Promotion**

**This Action Applies to Rubric Item(s): 8**

**Description of Work:**

Through the course of several round table discussions with campus leadership and faculty, the UCSB Action Collaborative Steering Committee (“Committee”) found that there was some recent success with recruiting female faculty into male-dominated fields, and there was also an increased awareness related to diversity and its impact on promotion and tenure cases. However, the Committee also found a shared campus concern for the lack of diversity in leadership roles at the department, division, and campus levels. To achieve greater gender and racial equity in the hiring and promotion process, the Committee recommends that the campus incorporate diversity statements into the faculty hiring process, that it create resources for candidates on the construction of such statements, and that all members of search committees be trained in evaluating contributions to diversity and mitigating biases.

*Faculty Search Committee Resources*

The Committee found a number of campus resources that provide assistance to search committees. While there are many federal, state, and university policies to navigate during the recruitment and hiring process, the Committee found these requirements posted online and built into the online system, UC Recruit, where faculty searches are created, submitted, and approved. Further, the Committee found the Academic Personnel (AP) website useful, and their staff available for consultation and training. Further, the newly created Faculty Equity Advisors have taken on a greater oversight role in the faculty search process by raising awareness of best practices, organizing faculty development programs, addressing individual issues raised by women and underrepresented minority faculty, and serving as a resource in a division for faculty members seeking more information about equity, inclusion, diversity, and broadening participation in higher education.

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### *Faculty Search Committee Training*

The Committee found that faculty search committees receive training from the Office of Equal Opportunity and Discrimination Prevention (EODP). This covers equal employment opportunity and affirmative action policies, implicit bias, both in general and in relation to faculty hiring, and strategies for avoiding or minimizing the impact of implicit bias in academic searches. The EODP Office offers advice and training to departments and search committees at different stages of the hiring process to enhance their outreach process and increase the diversity of the applicant pools. The Committee recommends that the Vice Chancellor of Diversity, Equity and Inclusion evaluate these training efforts in light of national best practices and consider updating UCSB resource and procedures in light of this.

### *Faculty Search Outcomes*

The Committee found that UC Recruit offers system administrators aggregate demographic reporting functionality at a per-recruitment level. Reporting focused at a divisional or college level is not programmed into the system, but each recruitment has data from applicants who choose to respond to the demographic survey. It is recommended that the Vice Chancellor of Diversity, Equity and Inclusion, in consultation with the EODP and AP Offices, evaluate current reporting on faculty search outcomes and assess ability to move to a system of aggregate annual reporting.

### *Assessment of Diversity Contributions*

The primary policy for the treatment of diversity in the merit review process is Red Binder I-75 VIII. This is discussed annually at meetings of departmental chairs and business officers. The systematic review of expanded merit and promotion cases by the Senate Committee on Academic Personnel and the Associate Vice Chancellor for Academic Personnel help to ensure that applications are treated equitably across the campus. Faculty are encouraged to submit diversity statements in all cases. Often diversity contributions are embedded in self-evaluations of research, teaching, service, and professional activity, as opposed to an independent diversity statement. During 2019-20, the Senate Committee on Diversity and Equity and the Senate

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Committee on Academic Personnel have been working to revise some of the Red Binder language with regard to diversity statements. These are in the process of Senate discussion and review. The Committee recommends that deans should annually communicate to department chairs that they are expected to address diversity contributions in every merit and promotion case. If there are none, that should be noted.

To assess the effectiveness of the work in these various areas, the Committee further recommends that the campus adopt periodic aggregate reporting on faculty searches, particularly with regards to demographic categories. This could be done every several years to increase numbers and ensure confidential results. The recommendations noted in this description include both new and revised campus efforts. As its next steps, the Committee plans to assign follow-up activities to committee members who will meet with the noted stakeholders on a regular basis to further discuss the implementation of this work, and how best to communicate existing efforts to campus.

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