# Recasting the 21ˢᵗ Century Public Research University:

# New Faculty Orientation

Douglas M. Haynes, Ph.D.
Vice Chancellor for Equity, Diversity and Inclusion
Office of Inclusive Excellence
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"*Our vision of preeminence will remain unshakably democratic, and our commitment to inclusive excellence will be systematic and pervasive. Diversity of experience and thought is a precondition for productive deliberation, an essential component of our fundamental scholarly and research mission. But more than that, when we ensure access for and inclusion of people of all backgrounds and life stories, we make meaningful our shared commitment to a true opportunity society, in which the pathways to success must be open to everyone.*"

(*UCI Strategic Plan*, page 2)

## Inclusive Excellence and Higher Education

- Recognizes that human promise, talent and achievement are broadly distributed in society;

- Appreciates that historical barriers and contemporary hurdles distort and shape opportunities and possibilities to participate and succeed in higher education;

- Embraces the imperative that all members of the university expect equity, support diversity and practice inclusion.
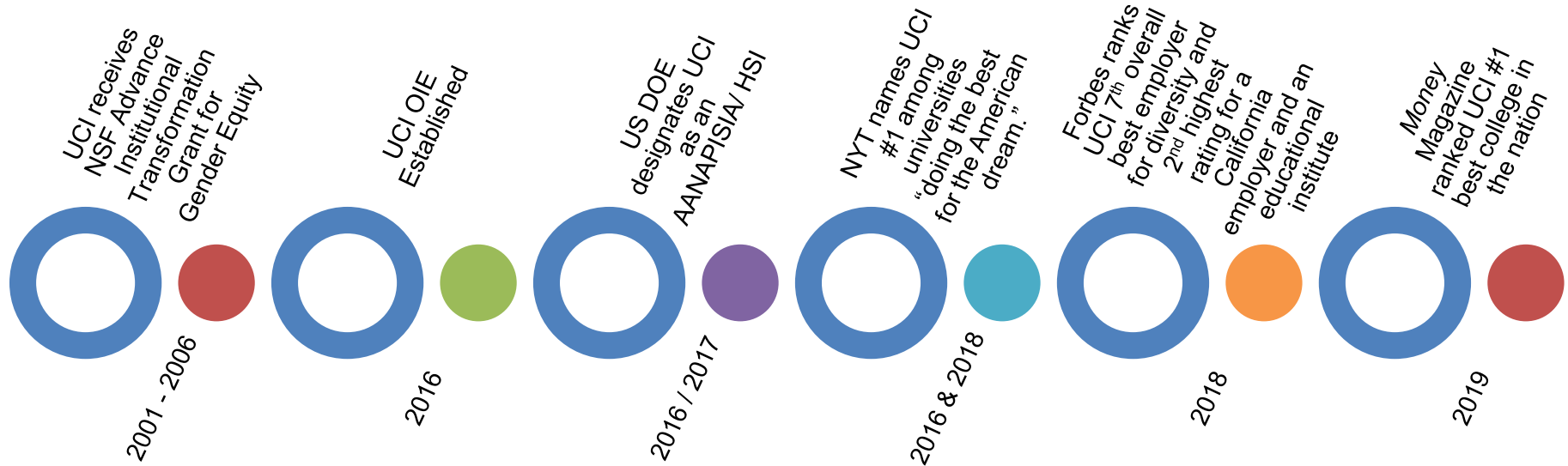
# Competing Visions of the University

## Inclusive Excellence

- Confronting contradictions

- Broad participation

- Strength model

- Structure success

- High impact practices designed to support student success
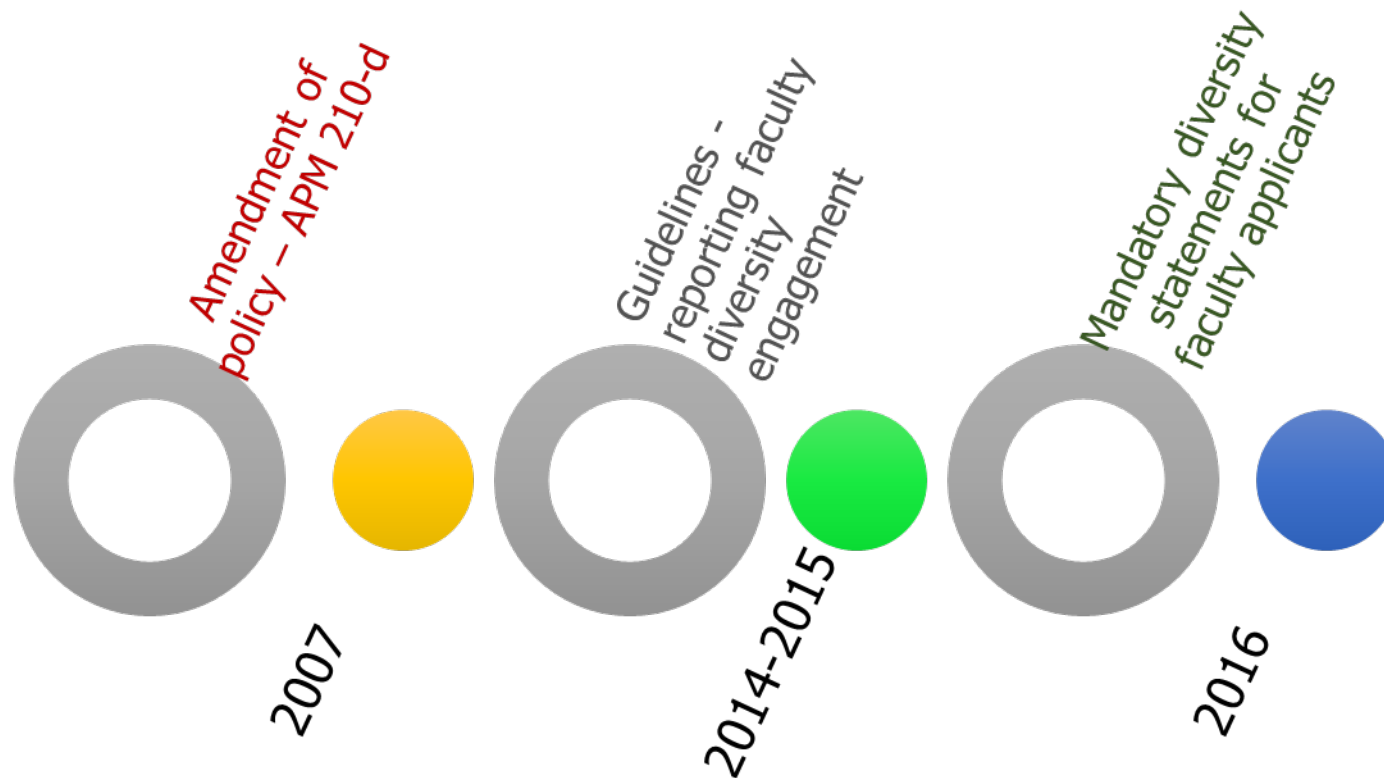
- Cultural humility

## Meritocracy

- Reconciling contradictions

- Narrow participation

- Reveals innate differences

- Success defined by competition

- High impact practices reserved for the best

- Cultural competency

# Inclusive Excellence Milestones



UCI receives NSF Advance Institutional Transformation Grant for Gender Equity
2001 - 2006

UCI OIE Established
2016

US DOE designates UCI as an AANAPISIA/ HSI
2016 / 2017

NYT names UCI #1 among universities "doing the best for the American dream."
2016 & 2018

Forbes ranks UCI 7th overall best employer for diversity and 2nd highest rating for a California employer and an educational institute
2018

Money Magazine ranked UCI #1 best college in the nation
2019

# Recognizing UCI Faculty Contributions to Diversity



Amendment of policy – APM 210-d

Guidelines - reporting faculty diversity engagement

Mandatory diversity statements for faculty applicants
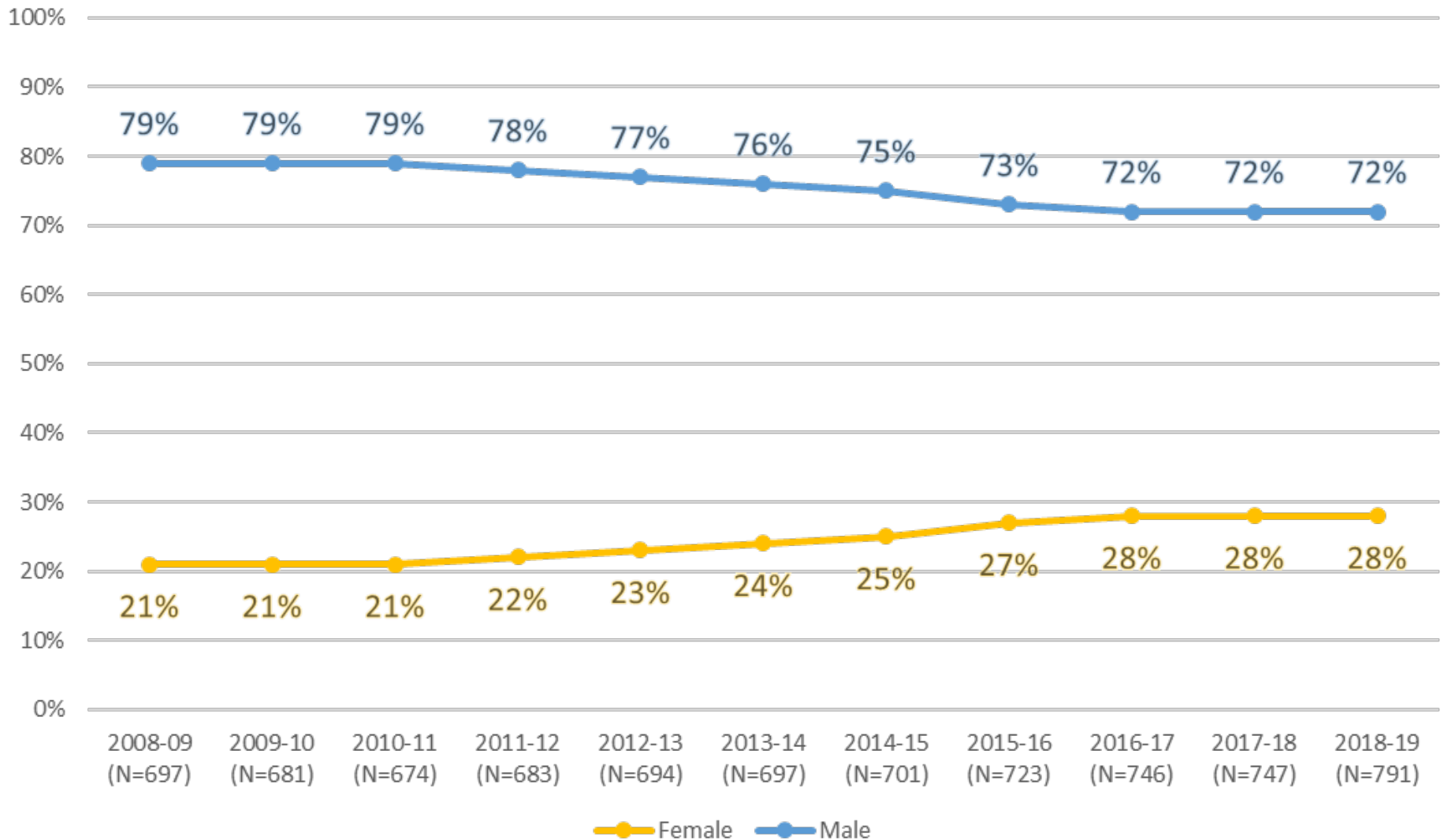
2007

2014-2015

2016

Note: Regents of the University of California Policy 4400, the *University of California Diversity Statement*, was adopted by the Assembly of the Academic Senate on May 10, 2006, endorsed by the President of the University of California on June 30, 2006, adopted as amended by the Assembly of the Academic Senate on April 22, 2009, and endorsed as amended by the President of the University of California on August 17, 2010. Details at: http://regents.universityofcalifornia.edu/governance/policies/4400.html.

## Total Senate Faculty by Gender Campus wide
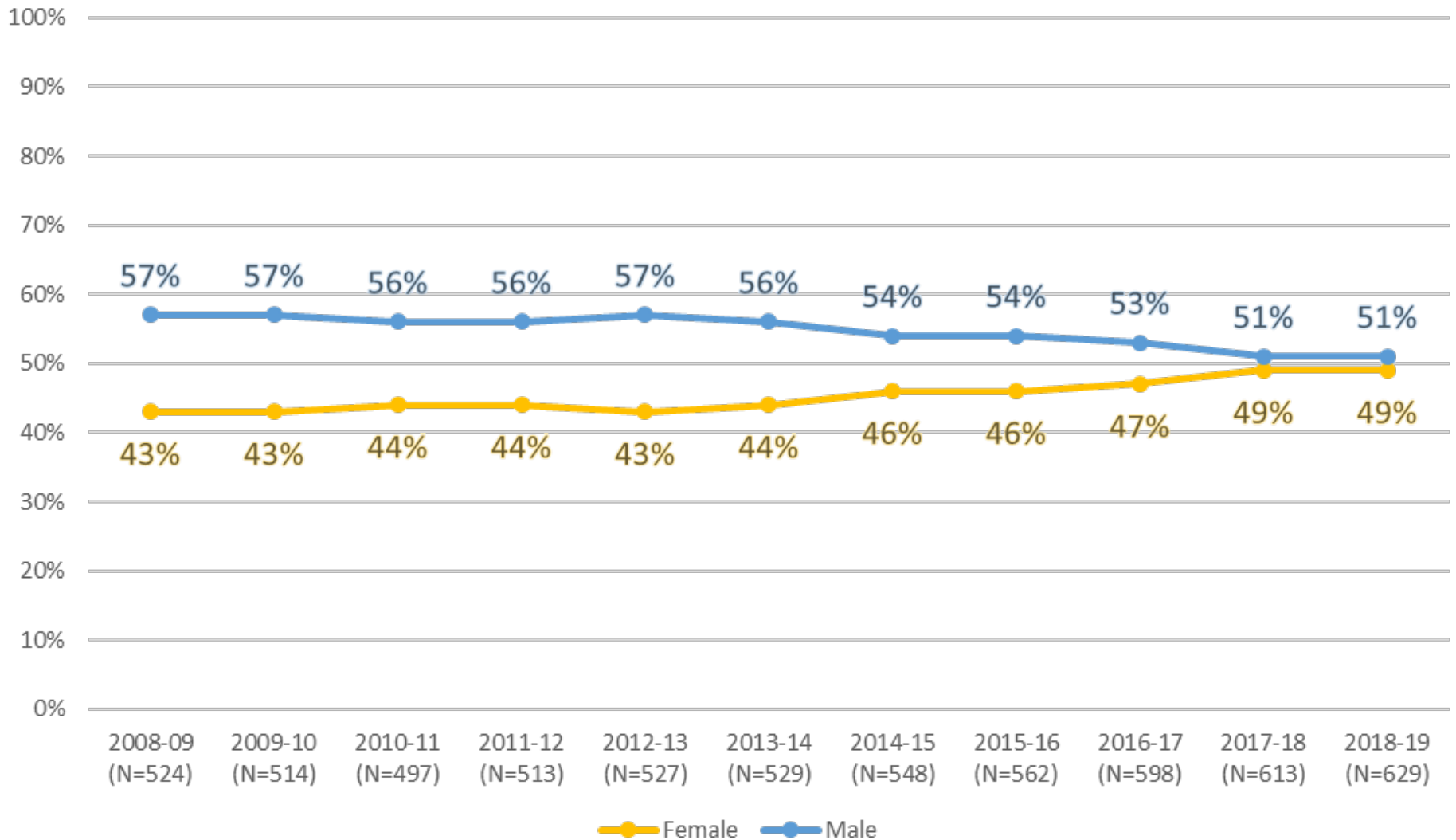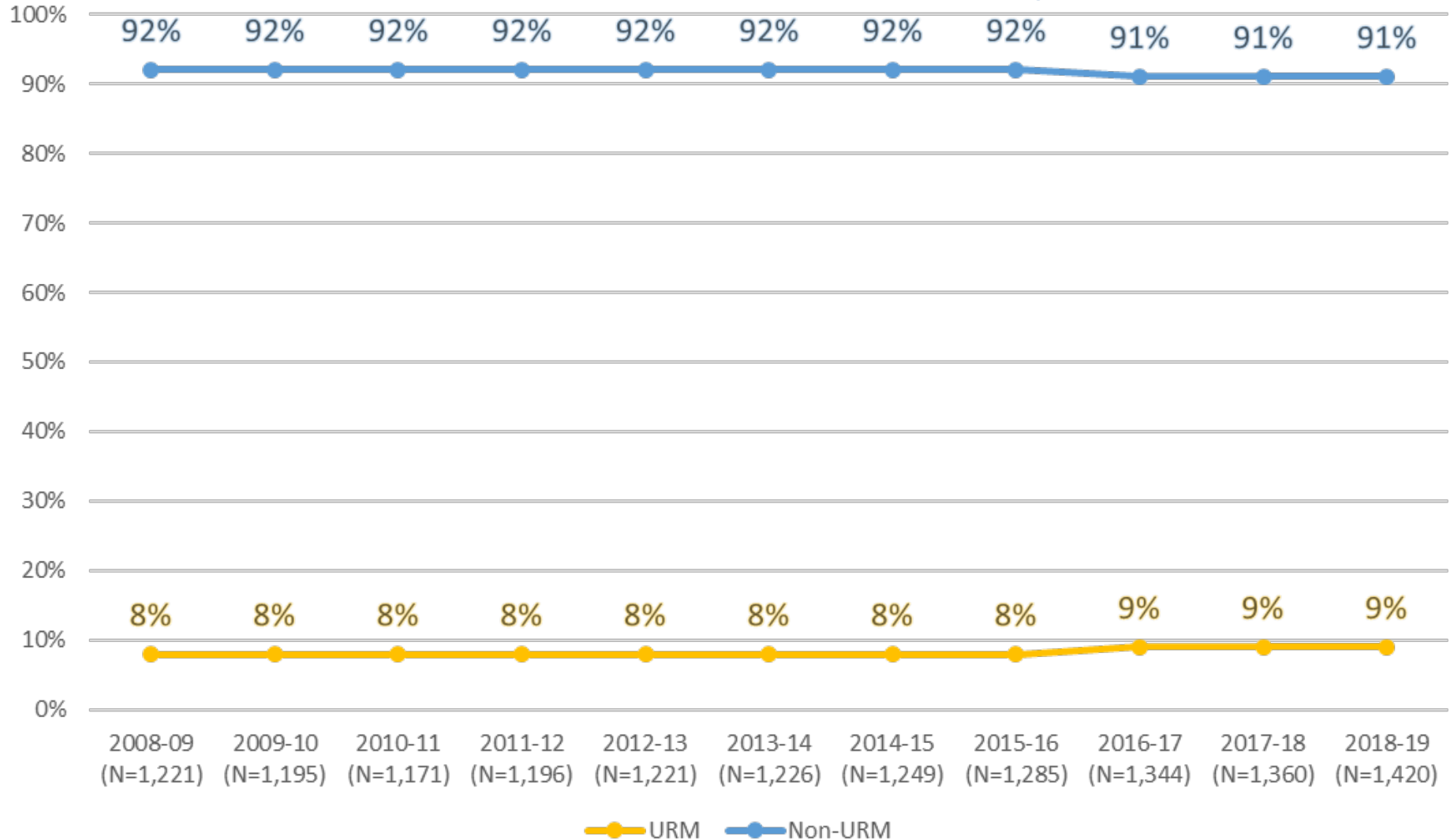
# BY GENDER (STEM SCHOOLS)
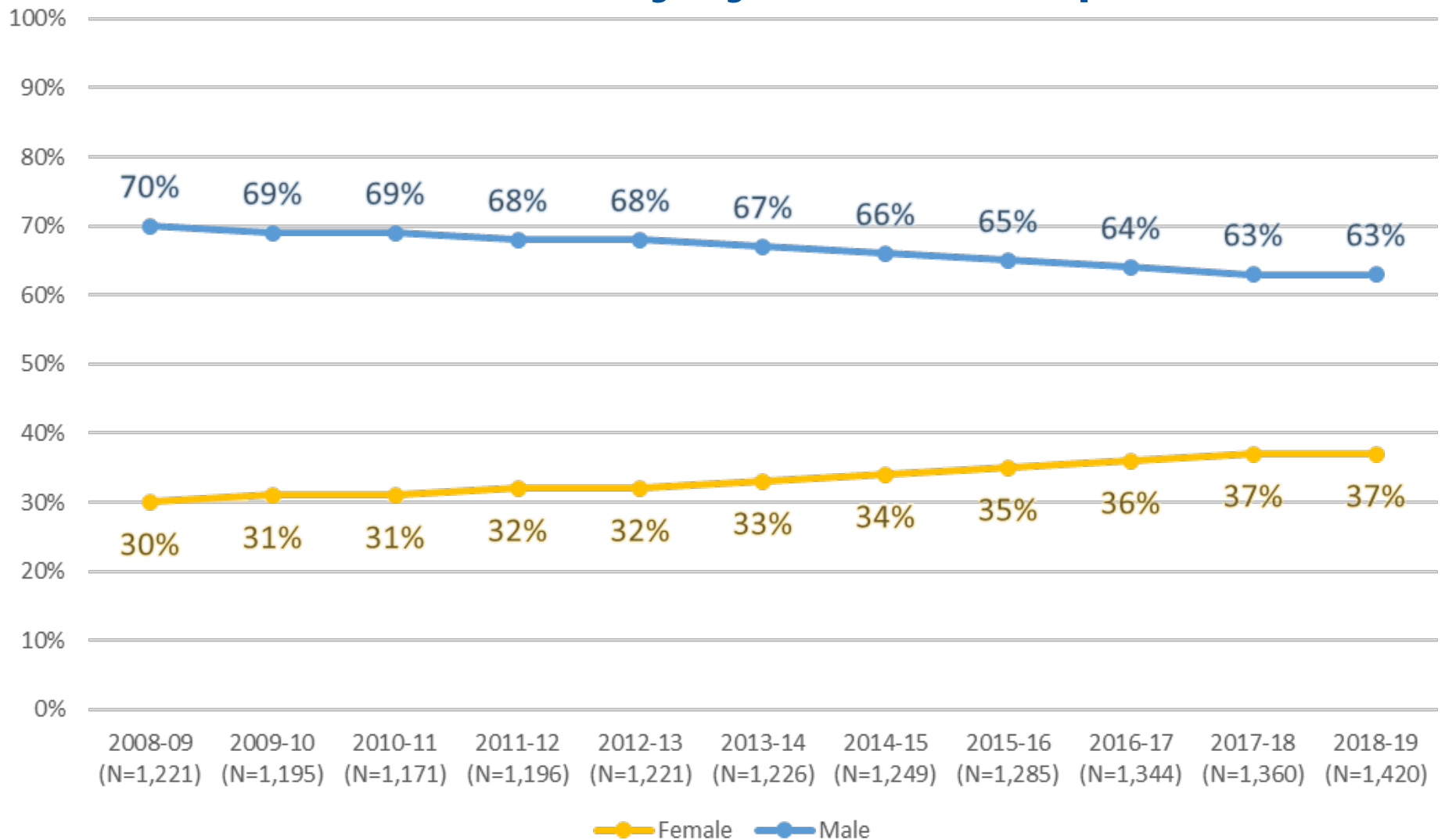
## Total Senate Faculty by Gender - STEM Schools

## Total Senate Faculty by Gender - Non-STEM Schools



| | 2008-09 (N=524) | 2009-10 (N=514) | 2010-11 (N=497) | 2011-12 (N=513) | 2012-13 (N=527) | 2013-14 (N=529) | 2014-15 (N=548) | 2015-16 (N=562) | 2016-17 (N=598) | 2017-18 (N=613) | 2018-19 (N=629) |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Male | 57% | 57% | 56% | 56% | 57% | 56% | 54% | 54% | 53% | 51% | 51% |
| Female | 43% | 43% | 44% | 44% | 43% | 44% | 46% | 46% | 47% | 49% | 49% |

# Total URM Senate Faculty



| | 2008-09 (N=1,221) | 2009-10 (N=1,195) | 2010-11 (N=1,171) | 2011-12 (N=1,196) | 2012-13 (N=1,221) | 2013-14 (N=1,226) | 2014-15 (N=1,249) | 2015-16 (N=1,285) | 2016-17 (N=1,344) | 2017-18 (N=1,360) | 2018-19 (N=1,420) |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Non-URM | 92% | 92% | 92% | 92% | 92% | 92% | 92% | 92% | 91% | 91% | 91% |
| URM | 8% | 8% | 8% | 8% | 8% | 8% | 8% | 8% | 9% | 9% | 9% |

URM ● Non-URM

## Total URM Senate Faculty - STEM Schools
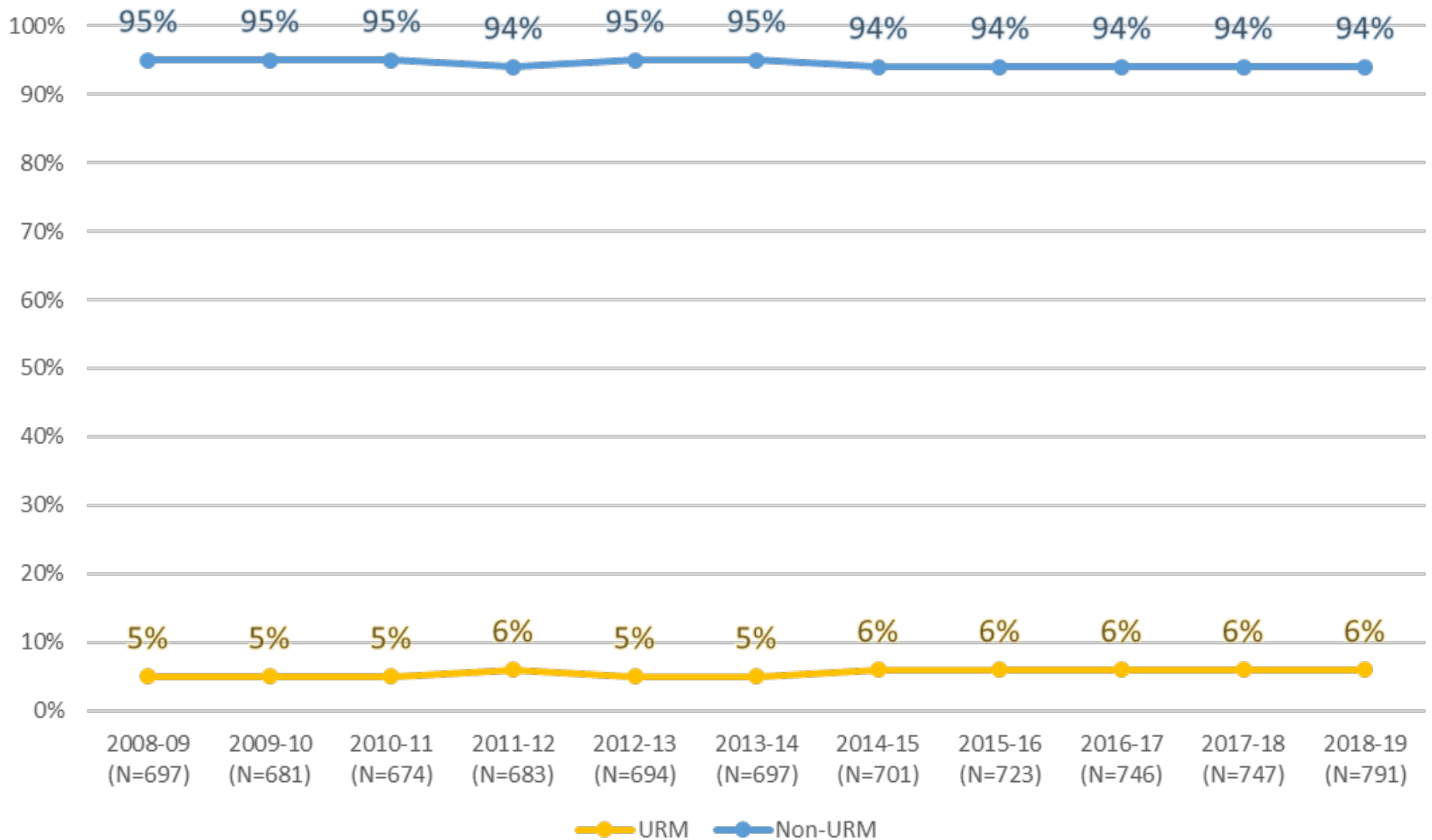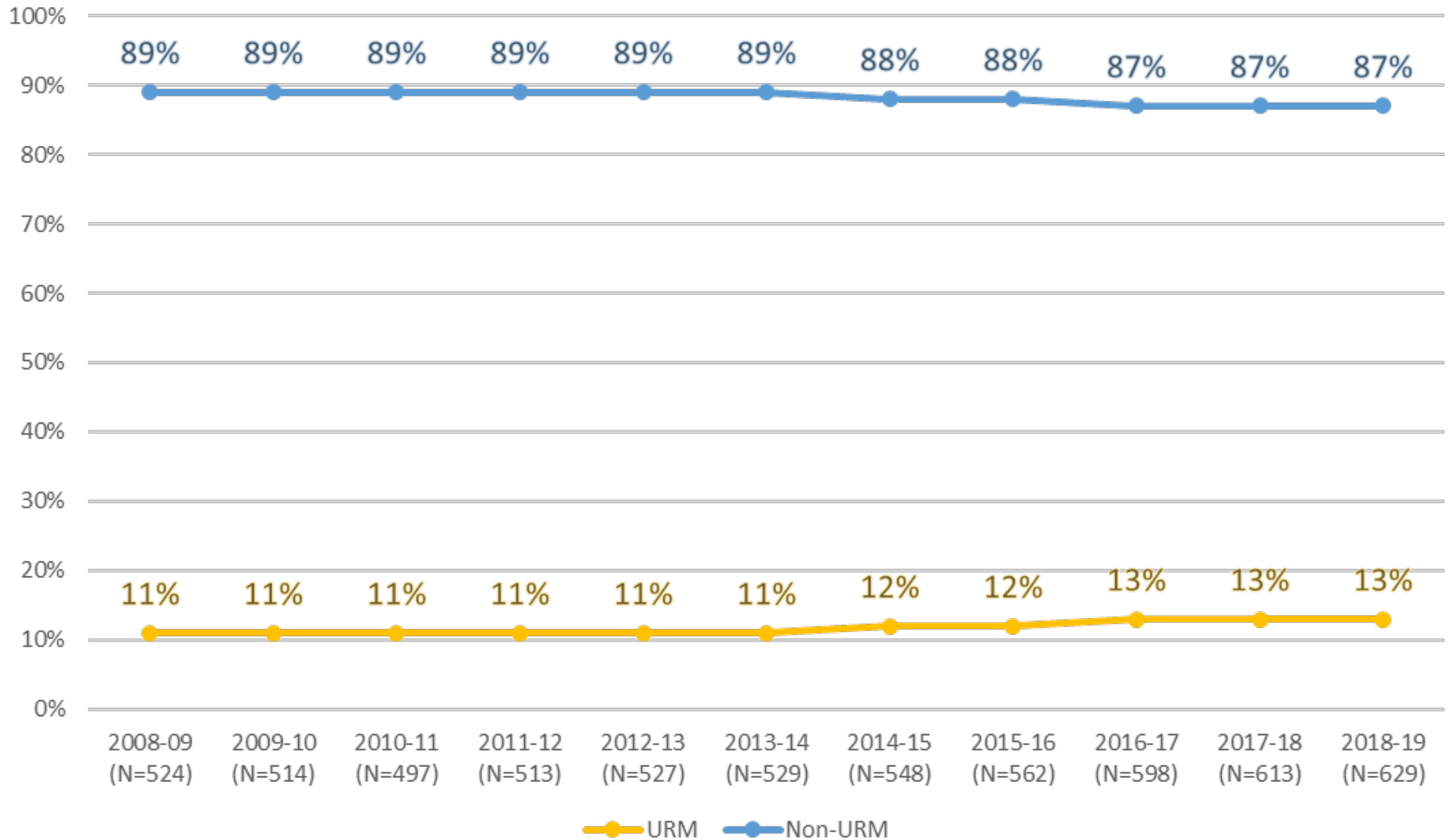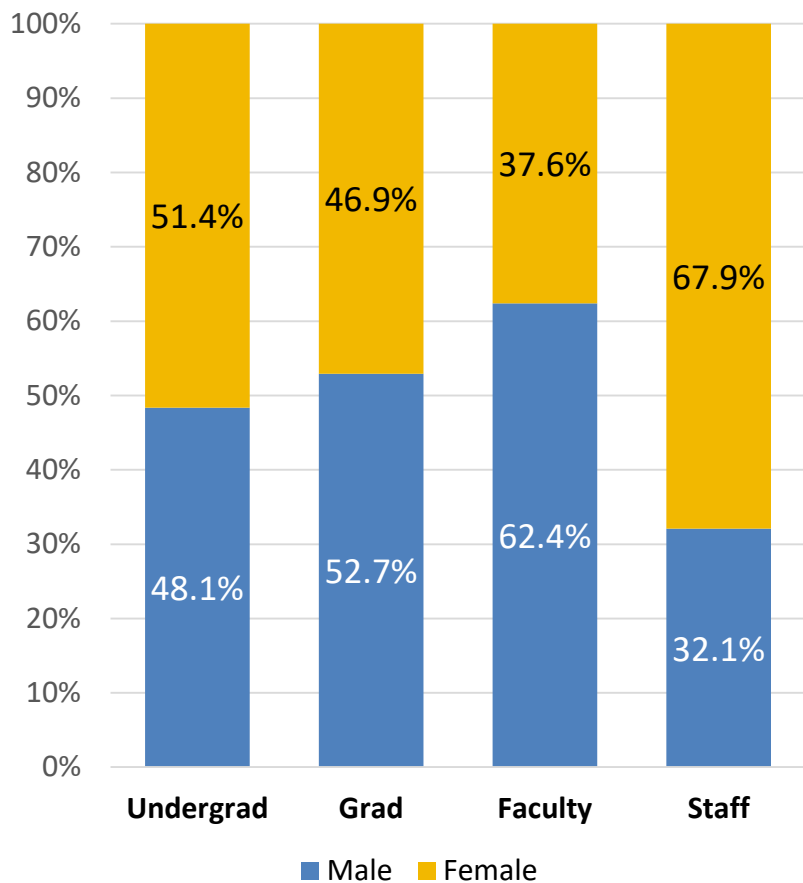


| | 2008-09 (N=697) | 2009-10 (N=681) | 2010-11 (N=674) | 2011-12 (N=683) | 2012-13 (N=694) | 2013-14 (N=697) | 2014-15 (N=701) | 2015-16 (N=723) | 2016-17 (N=746) | 2017-18 (N=747) | 2018-19 (N=791) |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Non-URM | 95% | 95% | 95% | 94% | 95% | 95% | 94% | 94% | 94% | 94% | 94% |
| URM | 5% | 5% | 5% | 6% | 5% | 5% | 6% | 6% | 6% | 6% | 6% |

# Campuswide Data
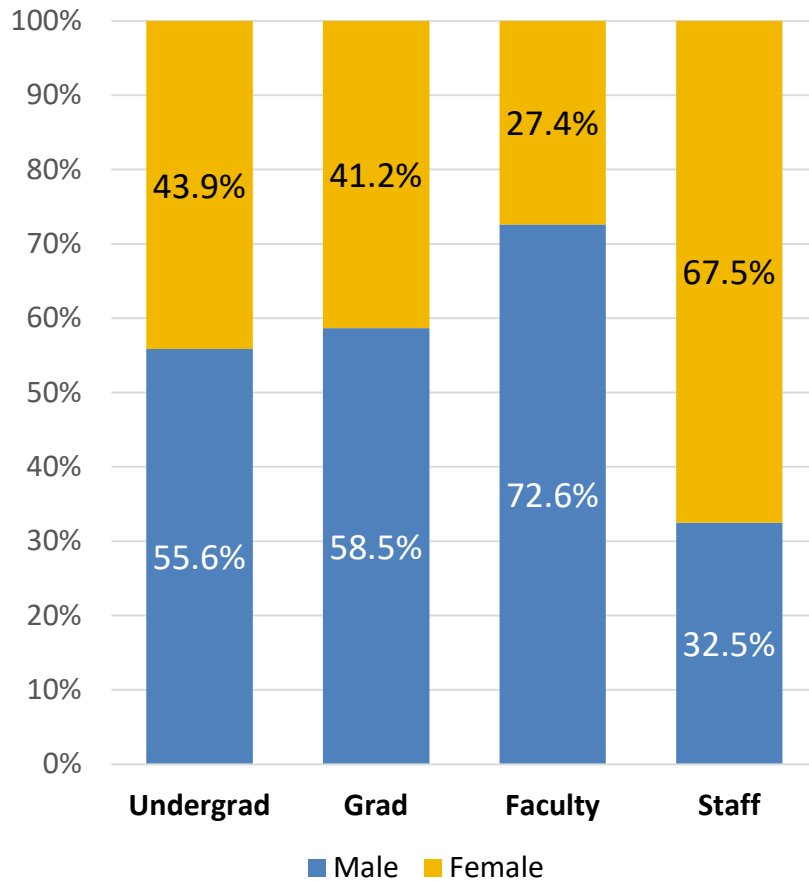## Total Students, Faculty, and Staff (Fall 2018)
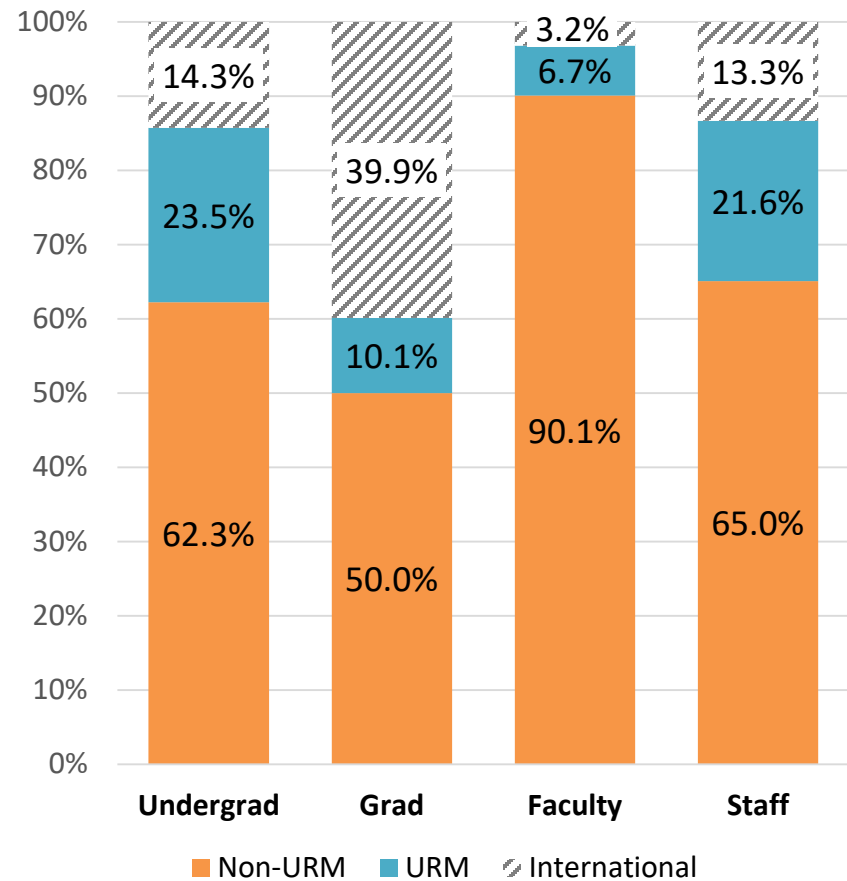
**Gender**

**URM/Non-URM/International**

URM= African American/Black, Hispanic/Latino, American Indian or Native American, Native Hawaiian or Pacific Islander
Data Source: Office of Institutional Research

STEM Schools
Total Students, Faculty, and Staff (Fall 2018)

**Gender**

**URM/Non-URM/International**
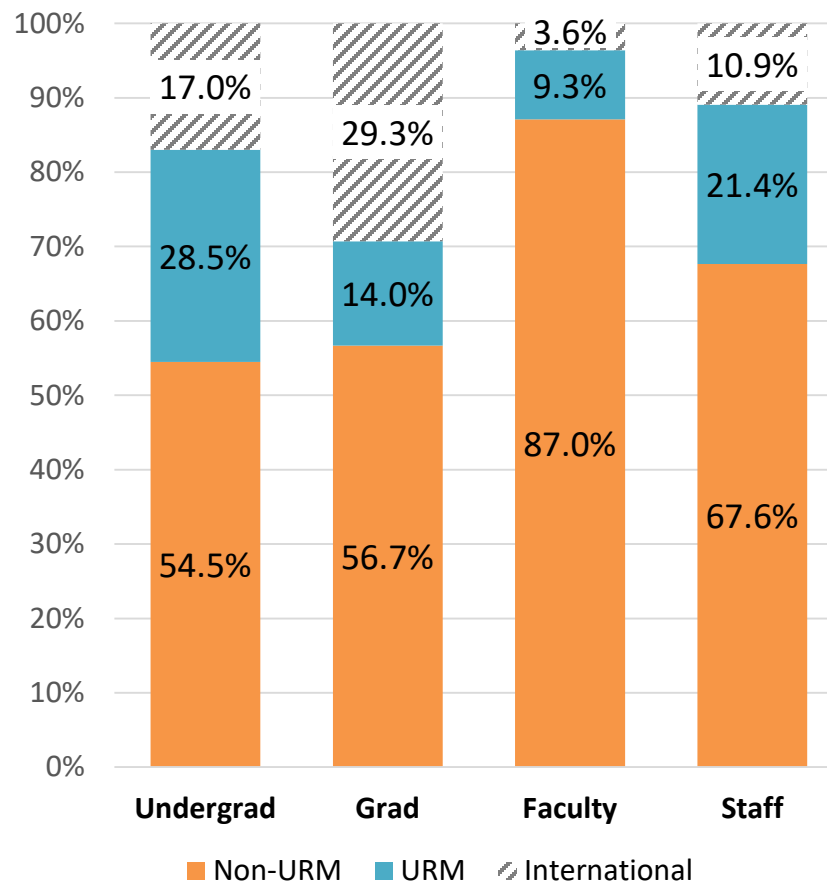
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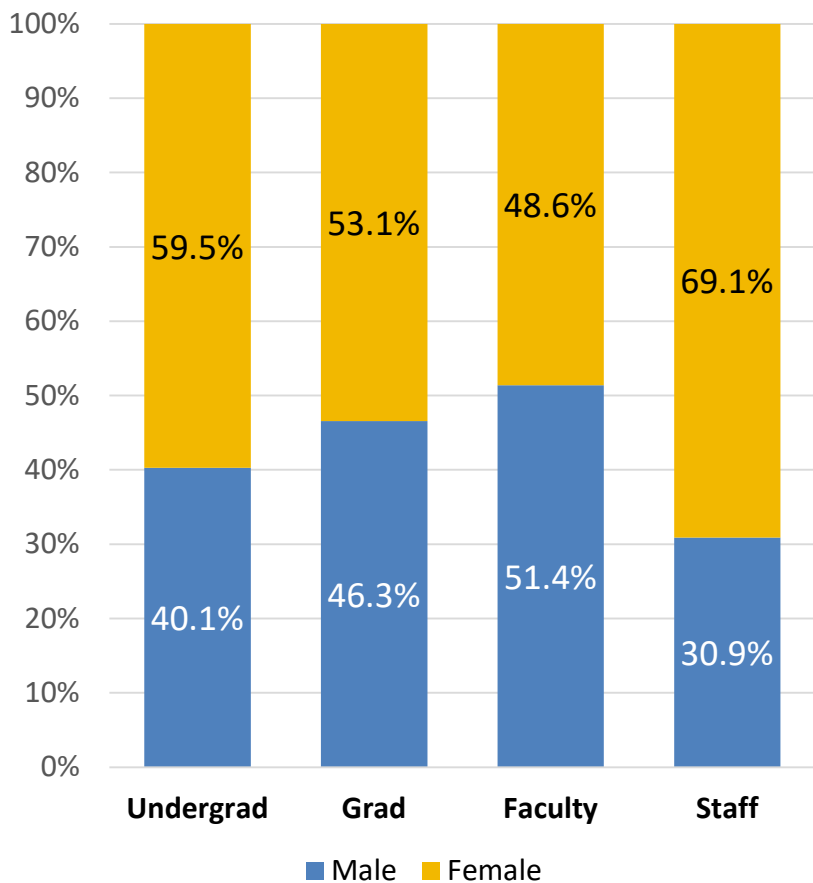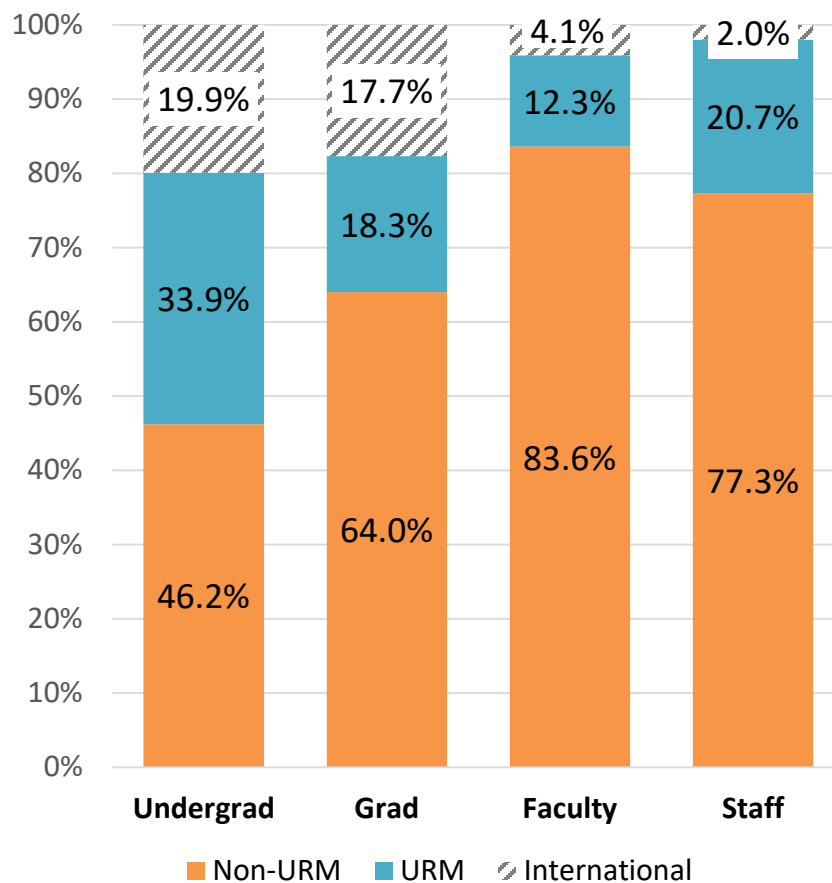Data Source: Office of Institutional Research

## Gender

## URM/Non-URM/International

URM= African American/Black, Hispanic/Latino, American Indian or Native American, Native Hawaiian or Pacific Islander
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- UC President's/UCI Postdoctoral Fellowship Program

- School-Based Faculty Equity Advisors

- Graduate Program Based Faculty DECADE Mentors