

Sheila O'Rourke

Assistant Vice Provost, Equity and Diversity, University of California Office of the President

Sheila O'Rourke is currently responsible for systemwide policies and programs addressing faculty equity and diversity. In the past year she served as the Acting Assistant Vice President for Academic Advancement at the University of California Office of the President. Her responsibilities include academic personnel policies, faculty equity and graduate advancement programs for the UC system. She directs the President's Postdoctoral Fellowship Program and is the principle investigator for the NSF UC AGEF program. Her prior appointments include Executive Director and Special Assistant to the Provost at the UC Office of the President, Assistant Provost for Academic Compliance at UC Berkeley, and Staff Attorney for the U.S. Department of Education Region IX Office for Civil Rights. She has taught legal writing and constitutional law at Stanford Law School and the University of San Francisco School of Law, and currently is a lecturer in the freshman seminar program at UC Berkeley. She has a J.D. from Boalt College of Law at UC Berkeley, and an A.B. from Stanford University.



UNIVERSITY of CALIFORNIA



**NSF Partnership for Faculty Equity and Diversity
Leading Through Diversity Symposium**

UCLA ~ January 23, 2008

**Sheila O'Rourke, J.D.
Assistant Vice Provost Equity and Diversity, UCOP**

Why is faculty diversity important?

ACADEMIC MISSION

An academic community that reflects a diverse range of interests, abilities, life experiences and worldviews will enhance the academic mission of the University of California

LEGITIMACY

Equality of opportunity will ensure that UC can fully utilize the intellectual resources embedded in our diversity and maintain our legitimacy as a public land grant university.

What do we mean by diversity? UC Academic Senate Diversity Statement

Adopted by the Assembly of the Academic Senate, May 2006

Endorsed by the President, June 2006

Adopted by The Regents as University Policy, September 2007

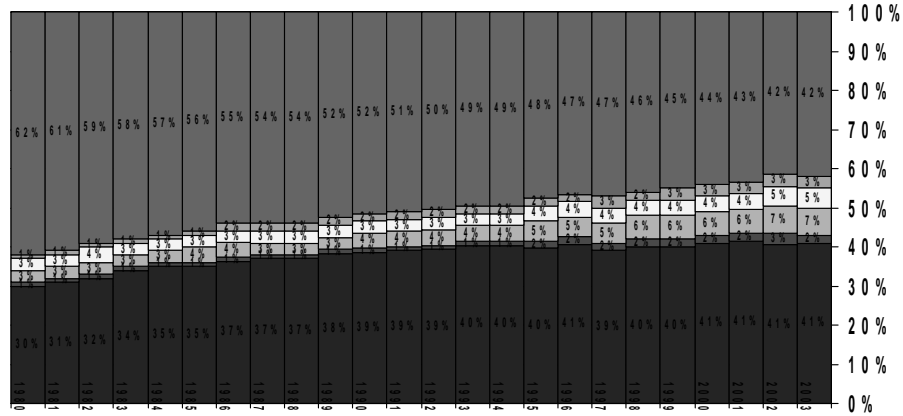
“Diversity – a defining feature of California’s past, present, and future – refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, socioeconomic status, and geographic region, and more.”

What about Proposition 209?

• Proposition 209 can be understood as supporting the University’s commitment to eliminate discrimination and provide equal opportunity for all faculty and students.

• Where there is underrepresentation, the University must take steps to address the barriers that prevent full participation of women and racial minorities in academic careers.

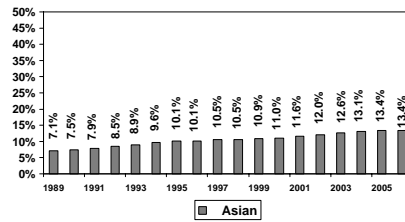
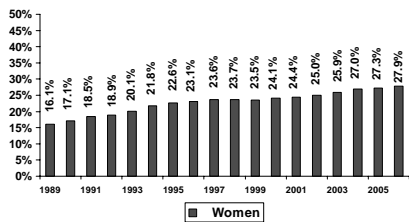
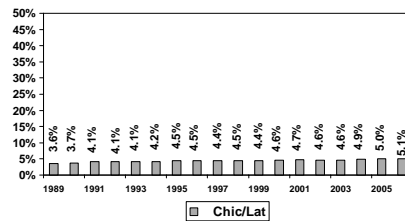
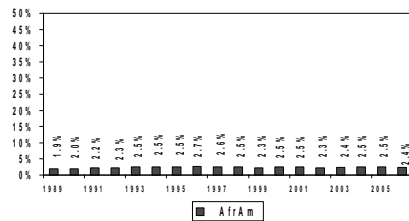
PhD Recipients from U.S. Universities by Ethnicity/Gender (U.S Citizens. only) 1980-2003



*Under Rep. Min. includes African Americans, Hispanic Americans, and Native Americans.

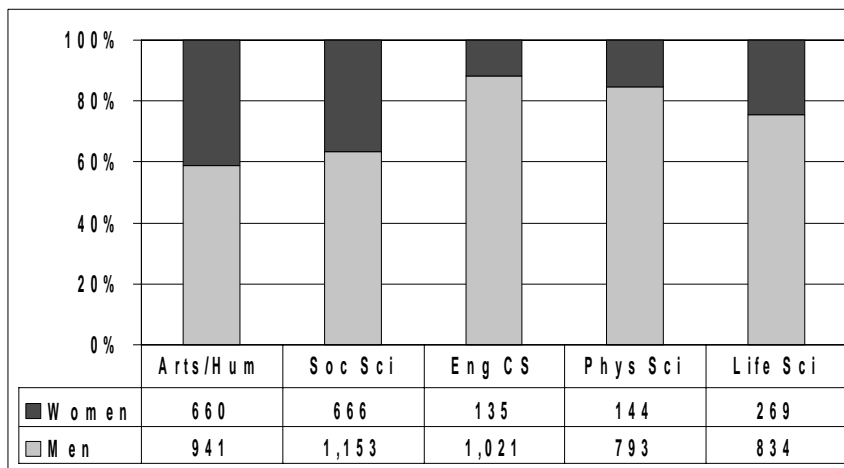
Source: NSF, Survey of Earned Doctorates, taken from Webcaspar.

Faculty Headcount at UC 1989-2006



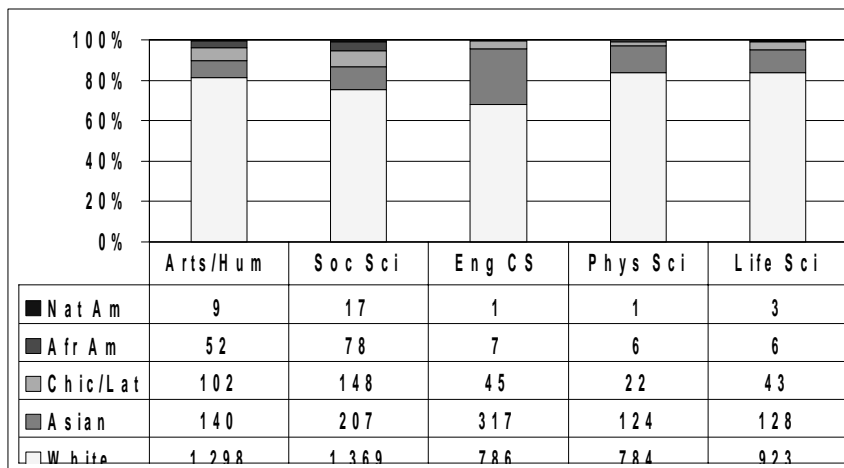
Faculty Headcount by Gender and Field 2006

Representation varies by field for women



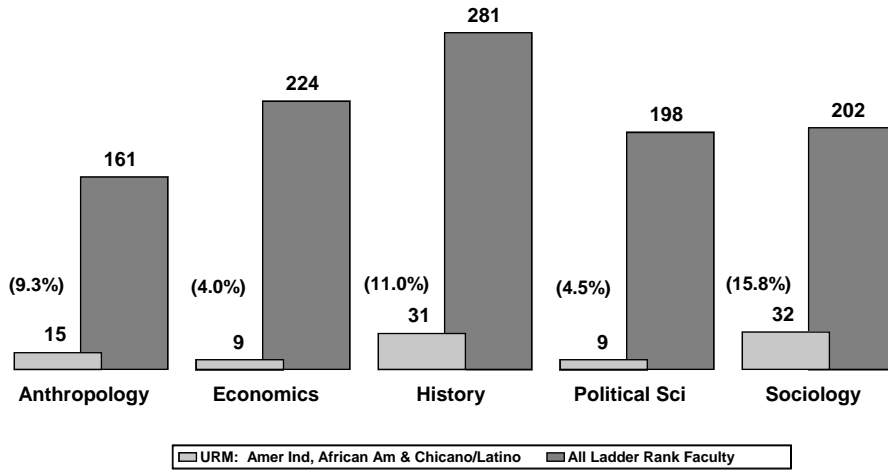
Faculty Headcount by Race and Field 2006

Representation varies by field for minorities



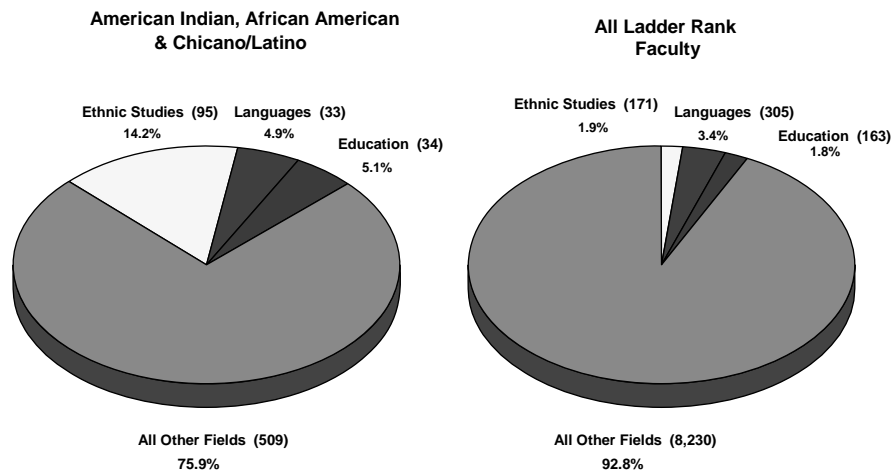
Ladder Rank Faculty in Selected Departments - October 2004

Within fields such as Social Sciences, representation varies between departments

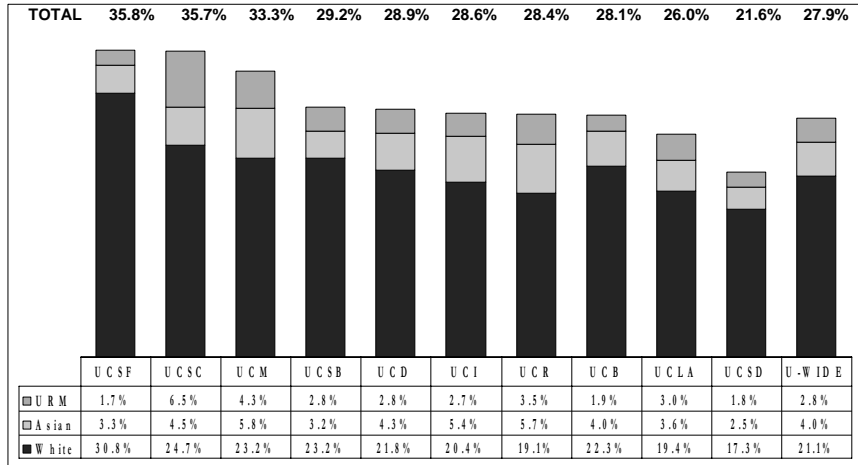


Faculty Headcount by Race 2004

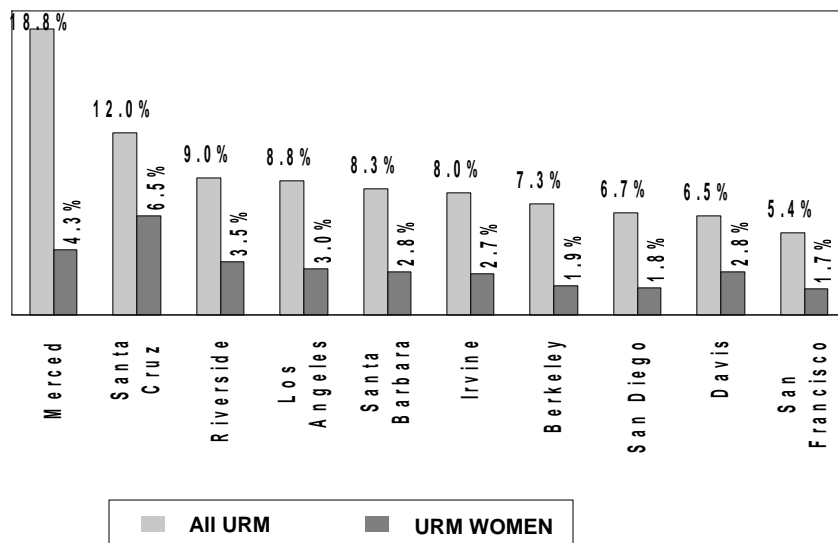
Representation of URM faculty is concentrated in a few departments



Representation of Women Faculty 2006 Percentage of Women Faculty by Campus and by Race

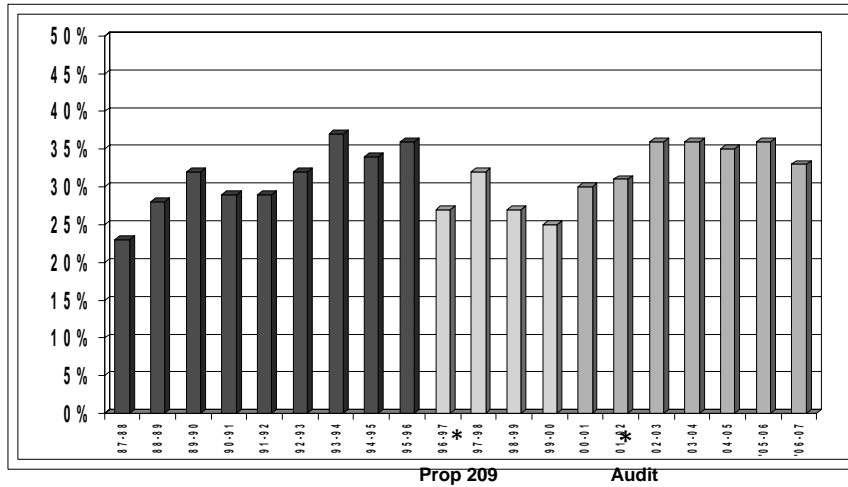


Faculty Headcount 2006 Percentage of URM faculty by campus



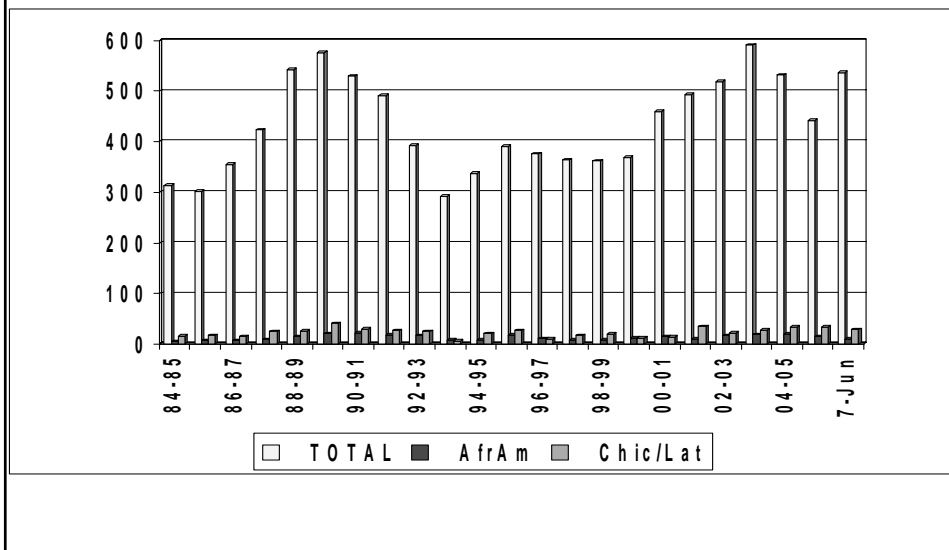
Faculty Hiring 1984-2006

**Hiring of Women dropped after 1995,
then recovered after the BSA Gender Equity Audit in
2000**



Faculty Hiring 1984-2006

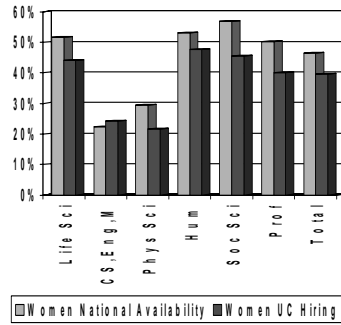
Hiring of URM faculty flat over time



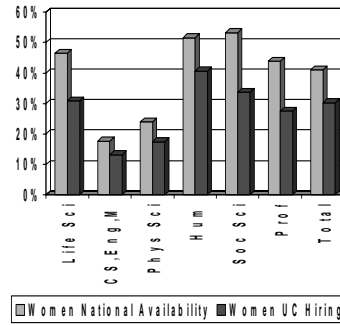
Faculty Hiring vs. Availability 2002-03 to 2005-06

UC hires women faculty below availability in most fields

Assistant Professors



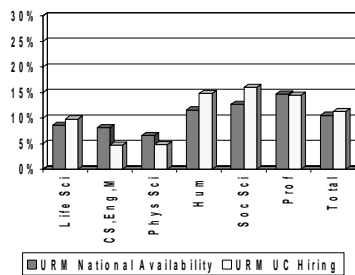
Assoc & Full Professors



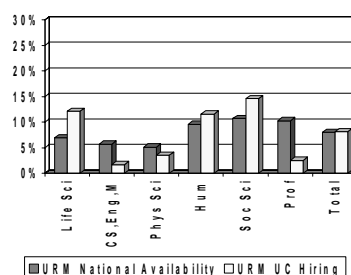
Faculty Hiring vs. Availability 2002-03 to 2005-06

UC hires URM below availability in some fields and above in others

Assistant Professors

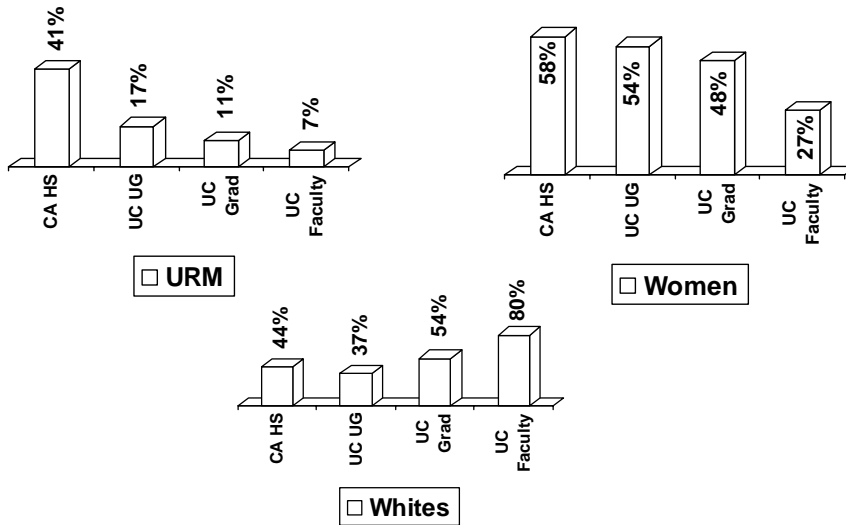


Assoc & Full Professors

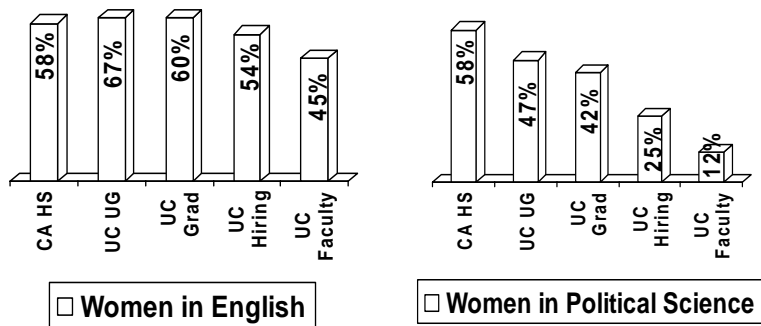


Pipeline from High School to UC Faculty

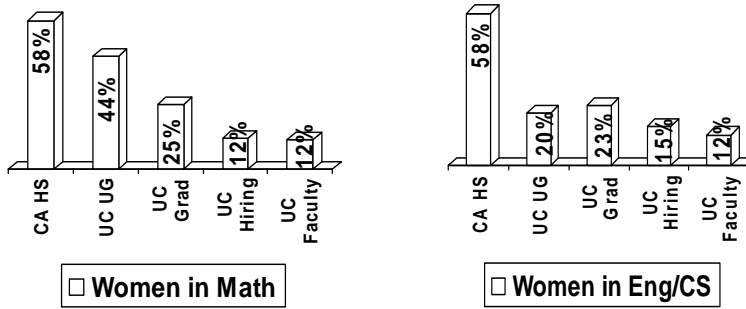
The Shape of the Pipeline Varies for URM, Women and Whites



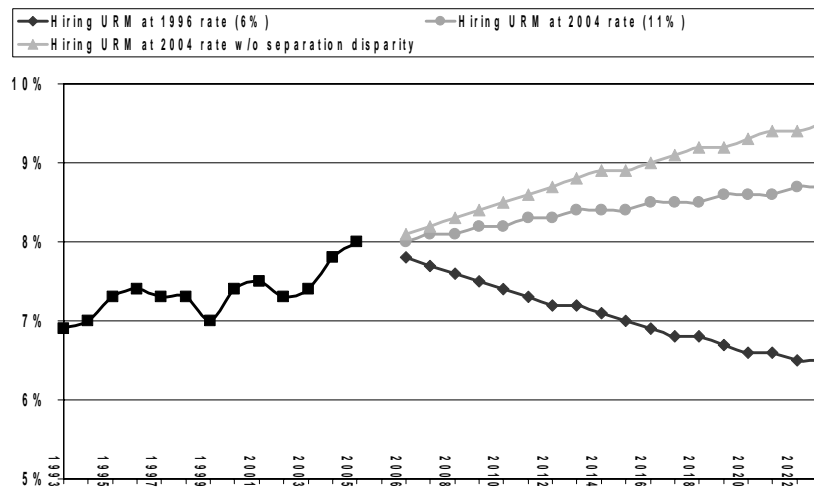
Pipeline for Women from High School to UC Faculty by Field



Pipeline for Women from High School to UC Faculty by Field

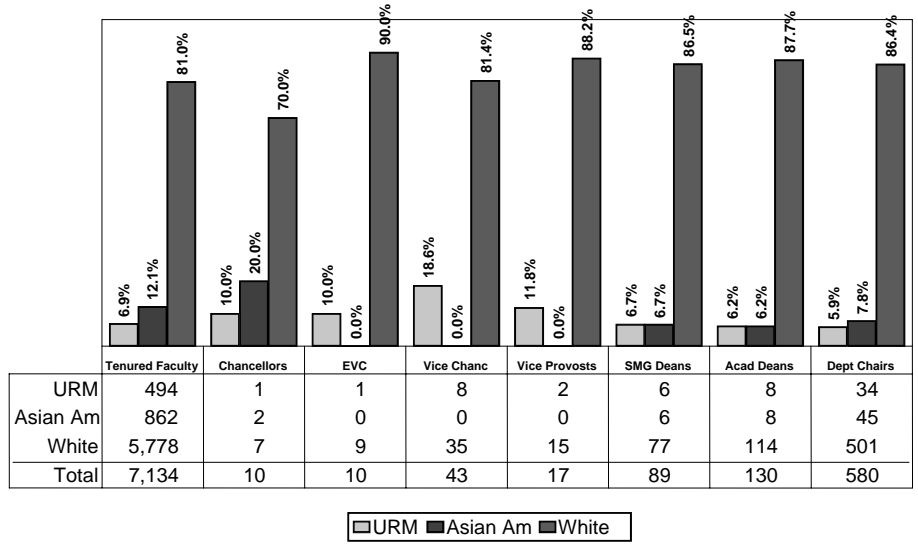


URM Faculty as a Percent of All UC Faculty Actual and Future Projections Comparing 1996 Hiring to 2004 Hiring Patterns**

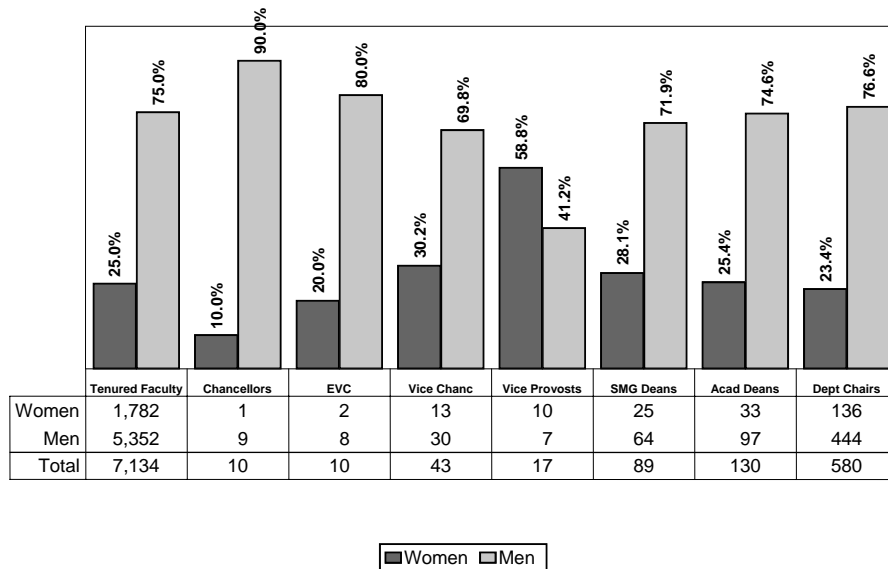


**Separation rates are based on 1996-2004 data.

Demographics of UC Academic Leadership Number & Percentage October 2007



Demographics of UC Academic Leadership Number & Percentage October 2007



Study Group on University Diversity Report to The Regents September 2007

RECOMMENDATIONS:

- Adopt as Regents Policy the University of California Diversity Statement adopted by the Assembly of the Academic Senate in May 2006
- Affirm that change is needed to achieve a level of diversity among students, faculty, and staff appropriate to our mission, as well as an open and inclusive climate on each of our campuses
- Require the President of the University to report annually to The Regents on the status of diversity at the University.

“I have been here 32 years and have sat in a lot of faculty meetings where comments were made about the importance of considering diversity in our hiring. About as much attention was paid as when people sit on an airplane and are told how to buckle a seatbelt...except there the plane won't leave until the seatbelt is buckled.”

-A UC senior administrator during a site visit

The changing paradigm:

- In the past, studies have been conducted, reports have been published, and search committees have been briefed.
- Now, faculty, department chairs, deans and senior administrators must engage resources to achieve a more diverse and inclusive faculty.
- The University must be a national leader in addressing faculty diversity, consistent with its position as a pre-eminent public intellectual institution in the most diverse state in our nation.