

Challenges to Recruiting, Retaining & Advancing a Diverse Faculty in STEM & SBE

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Susan Bryant became Vice Chancellor for Research at UC Irvine in August, 2006, after serving as Dean of Biological Sciences for more than 6 years. She joined the faculty of the Department of Developmental and Cell Biology at UC Irvine with a Ph.D. from the University of London, and postdoctoral training at Case Western Reserve University. Her research focuses on understanding the mechanisms by which some adult vertebrates can regenerate functional body parts. With her collaborator, Dr. David Gardiner, this research has resulted in over 100 publications. She has served on several national committees, including the Advisory Boards for the VA Office of Regeneration Programs, and the Indiana University Axolotl Colony, and has also served as Program Director for Developmental Biology at NSF. She currently serves as a member of BIOAC, the Advisory Committee for NSF's Directorate for Biological Sciences, and as a member of the California Independent Citizen's Oversight Committee (ICOC) of the California Institute for Regenerative Medicine (CIRM), the state agency for stem cell research. She also serves on the Editorial Boards of several journals in her field. In 2001 she was elected a Fellow of the American Association for the Advancement of Science, and in 2005, a Fellow of the Association for Women in Science. Her goals are to facilitate and advance research locally and nationally, and to work for the full participation of women and minorities in the scientific enterprise.

Discussion Summary

Issues in Recruitment

1. Reliance on established candidate networks
2. Gender schemas shape evaluation of candidates
3. Lack critical mass of underrepresented groups
4. Dual career issues in the sciences
5. Limited FTE resources restrict partner hires
6. Perception of “unbalanced life” in academia
7. Culture of Academy is not family friendly and designed for white male workforce

Strategies for Recruitment

1. Raise awareness about recruitment process and best practices
2. Review past hiring record, availability data, implicit bias, family friendly resources.
3. Use parallel hires, bundle ads, pool hires and cluster hires
4. Data driven evaluation and strategic planning
5. Increase your probabilities by broadening criteria and hiring multiple people at once
6. “Gene Block Rule” consider whether next year’s pool will net a similar candidate

Issues in Advancement

- Equity of off-scale salaries
- Merit salary scale needs to address loyalty tax
- Uneven awareness and utilization of career equity reviews and tenure clock stoppage
- Men maybe more active self-promoters
- Women and underrepresented minorities may have more difficulty advancing when “rules” are unclear
- Women and underrepresented minorities may not have strong support networks
- UC and public institutions have different cultures than privates in putting people forward for awards
- Gender differences in negotiation style

Strategies for Advancement

1. Develop strategies for award nominations:
 - networks
 - nomination process
 - awards committee
 - VC of research reminds colleagues to consider people for awards
 - Solicit letters/nominations from external promotion letter writers
 - Contact academy members during nomination
2. Mentor associate professors
3. Actively develop networks inside and outside the units/Chair to assist in building networks and connections for new faculty

Department Climate

- How we handle care-giving responsibilities
- Critical mass in a department changes the environment, culture, and viewpoint