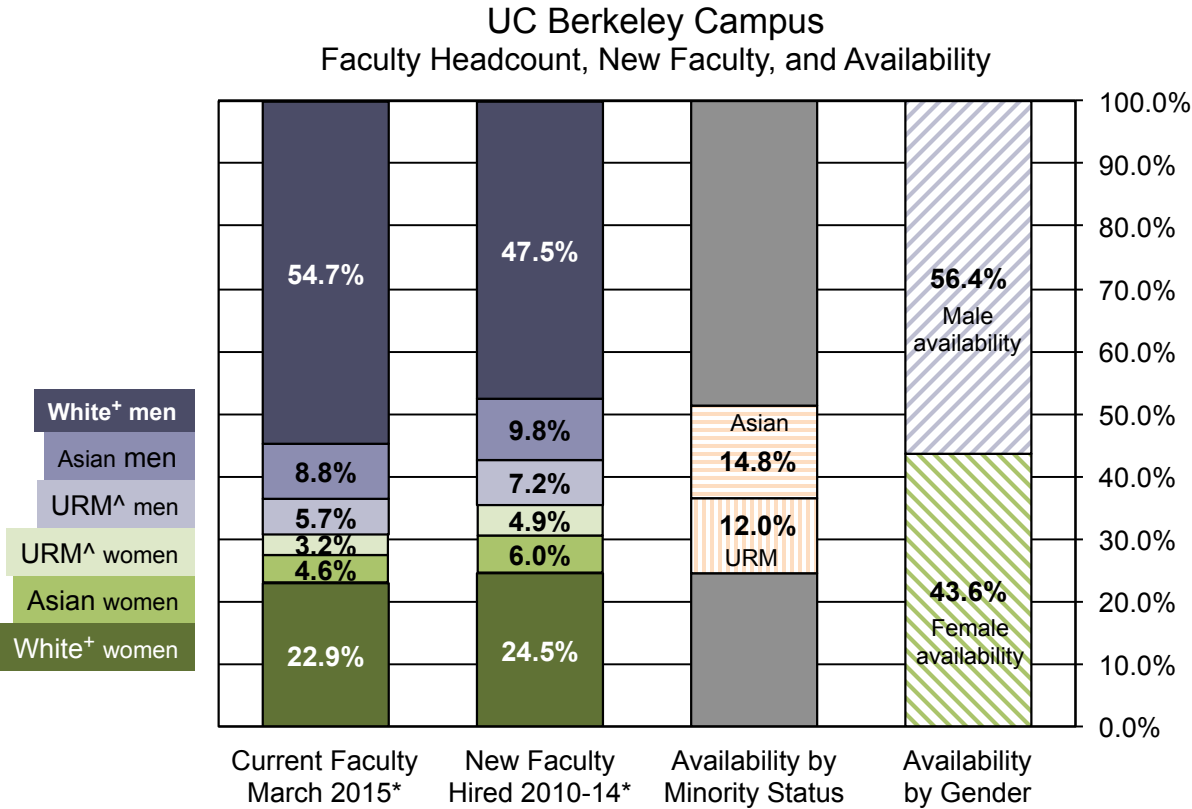# Report on Senate Faculty Hiring
## Prepared by the Office for Faculty Equity and Welfare, April 2015

The purpose of this report is to provide relevant information on the diversity of the current faculty and new faculty appointments. It is also a call to action regarding the overall demographic composition of the Berkeley faculty – time alone is unlikely to change significantly the current trajectory.

## Overview of faculty hiring in the last five years

In the last 5 years, we added 265 new faculty, constituting 17.4% of the current total faculty of 1,520. The new cohort is more diverse compared with the total faculty. However, the percentage of new female faculty falls significantly below the estimated national availability pool. The percentage of new underrepresented minority (URM) and Asian faculty matches the estimated availability pools, but their absolute numbers remain very small.



UC Berkeley Campus
Faculty Headcount, New Faculty, and Availability

Legend:
- White+ men
- Asian men
- URM^ men
- URM^ women
- Asian women
- White+ women

Current Faculty March 2015*: White+ men 54.7%, Asian men 8.8%, URM^ men 5.7%, URM^ women 3.2%, Asian women 4.6%, White+ women 22.9%

New Faculty Hired 2010-14*: White+ men 47.5%, Asian men 9.8%, URM^ men 7.2%, URM^ women 4.9%, Asian women 6.0%, White+ women 24.5%

Availability by Minority Status: Asian 14.8%, URM 12.0%

Availability by Gender: Male availability 56.4%, Female availability 43.6%

*Data for AY 2014-15 is preliminary, as of March 27, 2015.
^URM includes African Am., Hispanic, and Native Am.
+White includes unknown ethnicity
Source: UCB Faculty Personnel Records, AY1979-80—2014-15.

| | *Current* faculty as of March 2015 | New faculty appointed from AY 2010-11 to 2014-15 | Estimate of the availability pool[1] | UC Berkeley graduate students | UC Berkeley undergraduate students |
|---|---|---|---|---|---|
| Total | **1520** | **265** | | | |
| Women | 31% | 36% | 44% | 45% | 53% |
| Asian | 13% | 16% | 15% | 18% | 39% |
| URM | 9% | 12% | 12% | 11% | 18% |
| African American | 53 | 11 | | | |
| Hispanic | 83 | 21 | | | |
| Native American | 2 | 1 | | | |

## Hiring trends by discipline

The table below shows hiring by discipline, and compares the percent female and URM hires with the estimated availability pools for each discipline. The orange shading highlights units that have hired fewer female or URM faculty than predicted based on the estimated availability pool. The green shading indicates units that have hired in excess of the estimated availability pool.

| New Berkeley Faculty Hired AY 2010 – 11 to 2014 – 15, by Discipline | | | | | |
|---|---|---|---|---|---|
| **Discipline** | **# hired** | **% women** | **% available** | **% URM** | **% available** |
| **L&S Humanities** | 37 | 57% | 54% | 8% | 11% |
| **L&S Social Science** | 46 | 40% | 56% | 18%[2] | 13% |
| **L&S Bio Sciences** | 18 | 33% | 49% | 5% | 9% |
| **L&S Physical Sci.** | 25 | 16% | 26% | 8% | 6% |
| **Engineering** | 29.5 | 20% | 22% | 10% | 9% |
| **Chemistry** | 10.5 | 29% | 33% | 0% | 9% |
| **College Nat. Res.** | 10 | 30% | 48% | 0% | 11% |
| **College Env. Design** | 12 | 42% | 47% | 8% | 12% |
| **Business** | 29 | 21% | 39% | 7% | 13% |
| **Law** | 19.5 | 41% | 36% | 23% | 13% |
| **Other Prof. Schools** | 28.5 | 47% | 64% | 29% | 17% |
| **Weighted aver.** | **265** | **36%** | **44%** | **13%** | **12%** |

While proactive leadership has made a positive difference in several divisions, other divisions have made less progress with regard to hiring women and/or URM faculty. Several units have very few women and others currently have no URM faculty.

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[1] Estimates of the availability pools are weighted averages of the availability derived from those provided in the UC Berkeley Affirmative Action Plan, http://ofew.berkeley.edu/affirmative/AAPlan.pdf, and the numbers of faculty in each discipline.

[2] Out of 8.5 URM faculty, 4.5 URM faculty were hired in African American Studies and Ethnic Studies. Also, 2 URM faculty were added through HIFIS searches.

As the premier public institution with a motto of *access and excellence,* and a diverse student population, Berkeley should be a leader in the hiring of excellent female and URM faculty, not merely striving to hire at the national availability levels.  To this end, we propose that changes to search practices in certain cases could propel us forward in efforts to improve faculty diversity.

## Recommendations

We offer specific recommendations regarding actions that can improve the diversity of new hires.

### (1) Modified search process

*For units with a persistent pattern of non-diverse hiring*, we recommend that the unit do a thorough review of all women and URM assistant and associate professors in peer departments, and determine if there are promising candidates among this group. Promising candidates should be encouraged to apply to an open search, or in some cases, it might be appropriate to request a search waiver.

### (2) Contributions to diversity

Whether the individuals we ultimately hire at Berkeley are women, minorities, or white men, we should ensure that all share a strong commitment to supporting the public mission of our University and its diverse students. The importance of this is codified in APM 210.

All units are strongly encouraged to request a statement on past efforts and future plans for contributions to diversity from all candidates. This criterion can then be applied in narrowing the list of candidates once a long list has been chosen.

Given that most faculty members enter a statement on contributions to diversity as part of merit reviews, it is reasonable to request faculty candidates to do so as well.

### (3) Specification of FTE to favor diverse pools

There is evidence that women and URMs cluster disproportionately in certain subfields and bridging fields. Strong female and URM candidates are often excluded on the basis of lack of "fit" in traditional areas. This happens in open searches, in narrow searches, and when the unit is nervous in expanding beyond its core. We recommend that FTE requests be made in a way that *optimizes the diversity of potential applicant pools and encourages consideration of non-traditional candidates*. Two possible strategies are to request an open search with a strong preference in a specific subfield or subfields, or to collaborate with another department on a search of mutual interest.

The Appendix below includes tables and charts with additional data.

**APPENDIX**
## Data Tables and Charts

### A. Hiring of female faculty: 2010-11 to 2014-15

*35.5% of the faculty appointed in the last five years were women.*

| New faculty | Total | Men | % Men | Women | % Women |
|---|---|---|---|---|---|
| **2014-15** | 52 | 38 | 73% | 14 | 27% |
| **2013-14** | 78 | 47 | 60% | 31 | 40% |
| **2012-13** | 54 | 35 | 65% | 19 | 35% |
| **2011-12** | 53 | 33 | 62% | 20 | 38% |
| **2010-11** | 28 | 18 | 64% | 10 | 36% |
| **Total** | 265 | 171 | 64.5% | 94 | 35.5% |

For the mix of disciplines in which new faculty were hired, this is roughly 8% *below* the availability pool. It is notable that in almost all searches, applications from women are below the availability pool.

### B. Hiring of minority faculty: 2010-11 to 2014-15

*12.1% of the faculty appointed in the last five years were under-represented minorities*.

| New faculty | Total | Black | Hispanic | Nat. Am. | Asian | White | Other |
|---|---|---|---|---|---|---|---|
| **2014-15** | 52 | 4 | 5 | 0 | 8 | 28 | 8 |
| **2013-14** | 78 | 3 | 4 | 0 | 14 | 45 | 12 |
| **2012-13** | 54 | 0 | 4 | 0 | 9 | 33 | 8 |
| **2011-12** | 53 | 2 | 5 | 1 | 7 | 37 | 1 |
| **2010-11** | 28 | 2 | 3 | 0 | 5 | 17 | 1 |
| **Total** | 265 | 11 | 21 | 1 | 43 | 160 | 30 |

| % minority | %URM |
|---|---|
| 28.7% | **12.5%** |

For the mix of disciplines in which new faculty were hired, this is roughly at the availability pool for URM faculty.

## C. Hiring of untenured faculty: 2010-11 to 2014-15

*70.9% of the faculty appointed in the last five years were at the assistant professor level.*

| New faculty | Total | Assistant | Associate | Full | % assistant |
|---|---|---|---|---|---|
| **2014-15** | 52 | 36 | 6 | 10 | 69% |
| **2013-14** | 78 | 56 | 12 | 10 | 72% |
| **2012-13** | 54 | 38 | 5 | 11 | 70% |
| **2011-12** | 53 | 36 | 8 | 9 | 68% |
| **2010-11** | 28 | 22 | 3 | 3 | 79% |
| **Total** | 265 | 188 | 34 | 43 | **70.9%** |

## D. Trends in new faculty appointments in five-year increments

*Hiring female faculty has stagnated in the last 10 years.*

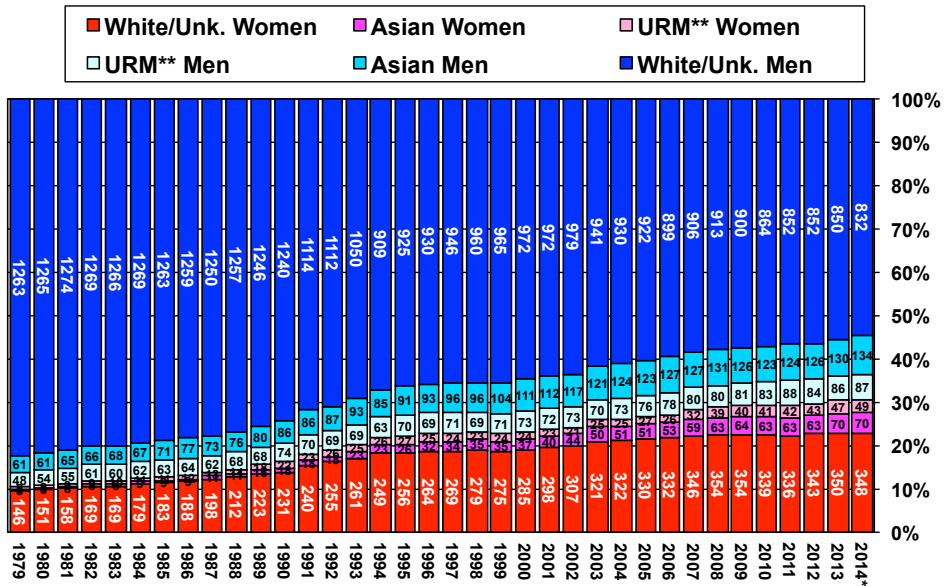| 5 year increment | women | % women | URM | % URM | white men | % white men | total |
|---|---|---|---|---|---|---|---|
| **1980-84** | 68 | 22.4% | 22 | 7.3% | 200 | 66.0% | 303 |
| **1985-89** | 94 | 27.0% | 31 | 8.9% | 210 | 60.3% | 348 |
| **1990-94** | 100 | 32.4% | 32 | 10.4% | 163 | 52.9% | 308 |
| **1995-99** | 82 | 26.5% | 25 | 8.1% | 175 | 56.6% | 309 |
| **2000-04** | 117 | 32.3% | 27 | 7.4% | 181 | 50.0% | 362 |
| **2005-09** | 125 | 36.7% | 38 | 11.1% | 169 | 49.6% | 341 |
| **2010-14** | 94 | 35.4% | 33 | 12.5% | 125 | 47.2% | 265 |

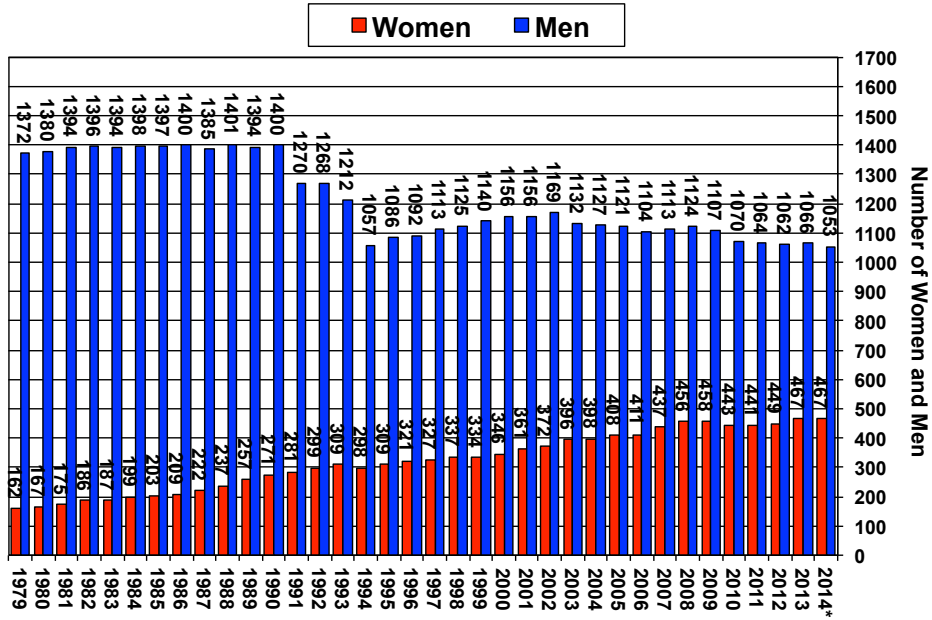## UC Berkeley Campus, Faculty Headcount*, AY 1979-80—2014-15
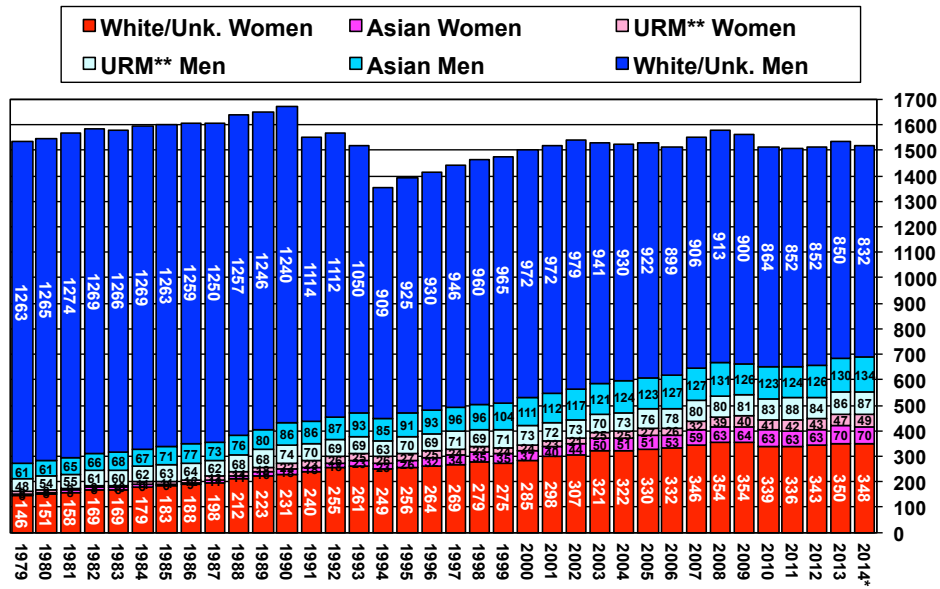


*Data for AY 2014-15 is preliminary, as of March 27th, 2015.
**URM includes African Am., Hispanic, and Native Am.

Source: UCB Faculty Personnel Records, AY1979-80—2014-15.  Prepared by Marc Goulden, March 27th, 2015.
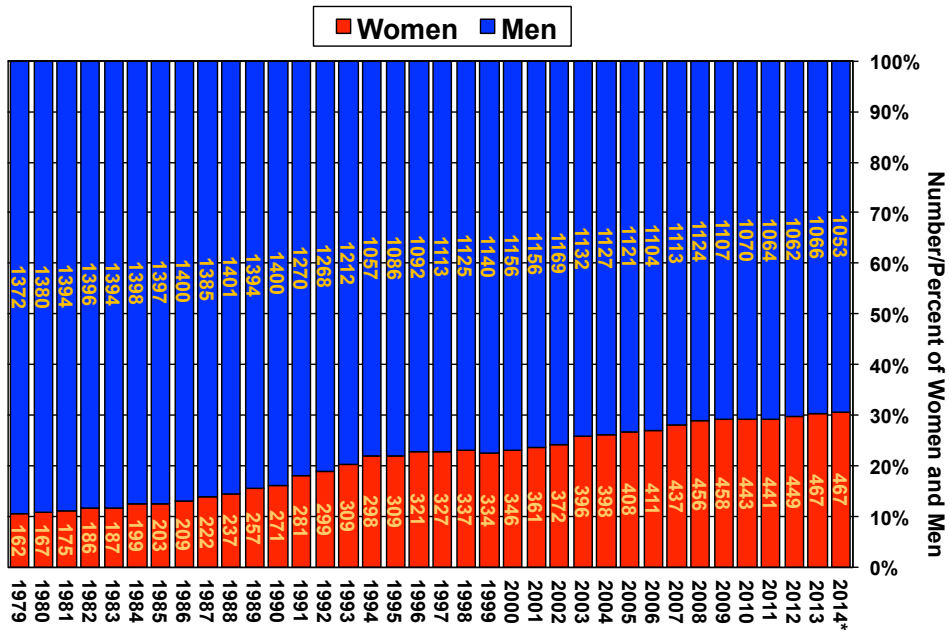
## UC Berkeley Campus, Faculty Headcount*, AY 1979-80—2014-15



*Data for AY 2014-15 is preliminary, as of March 27th, 2015.
**URM includes African Am., Hispanic, and Native Am.

Source: UCB Faculty Personnel Records, AY1979-80—2014-15.  Prepared by Marc Goulden, March 27th, 2015.

## G. UC Berkeley Campus, Faculty Headcount by gender

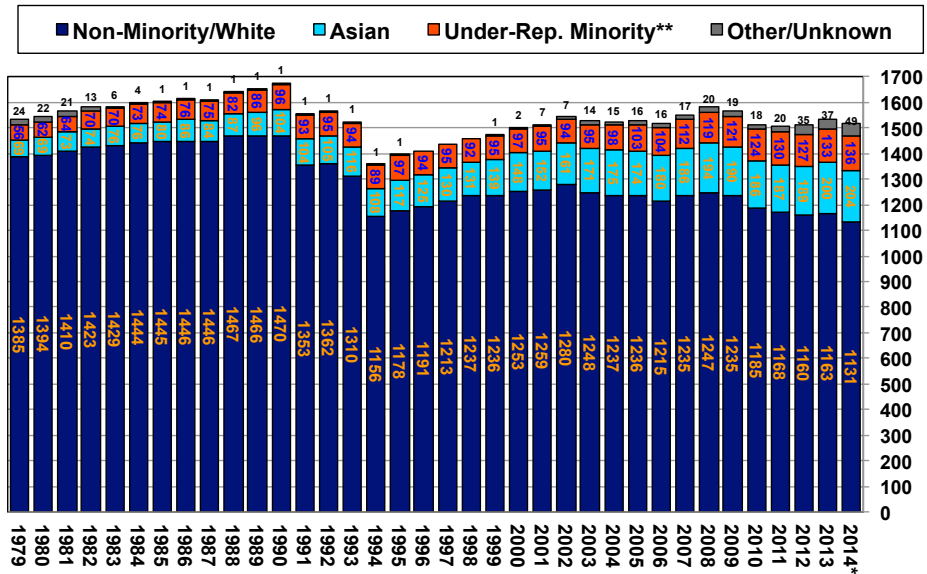### UC Berkeley Faculty Headcount by Gender, AY 1979-80—2014-15*



*Data for academic year 2014-15 is preliminary, as of March 27th, 2015.

Source: UCB Faculty Personnel Records, AY1979-80—2014-15. Prepared by Marc Goulden, March 27th, 2015.

### UC Berkeley Faculty Headcount by Gender, AY 1979-80—2014-15*



*Data for academic year 2014-15 is preliminary, as of March 27th, 2015.

Source: UCB Faculty Personnel Records, AY1979-80—2014-15. Prepared by Marc Goulden, March 27th, 2015.

## H. UC Berkeley Campus, Faculty Headcount by ethnicity

### UC Berkeley Faculty Headcount by Ethnic Groups, AY 1979-80—2014-15*



■ Non-Minority/White　■ Asian　■ Under-Rep. Minority**　■ Other/Unknown

*Data for AY 2014-15 is preliminary, as of March 27th, 2015. Currently the number of unknown ethnicity is high.
**URM includes African Am., Hispanic, and Native Am.

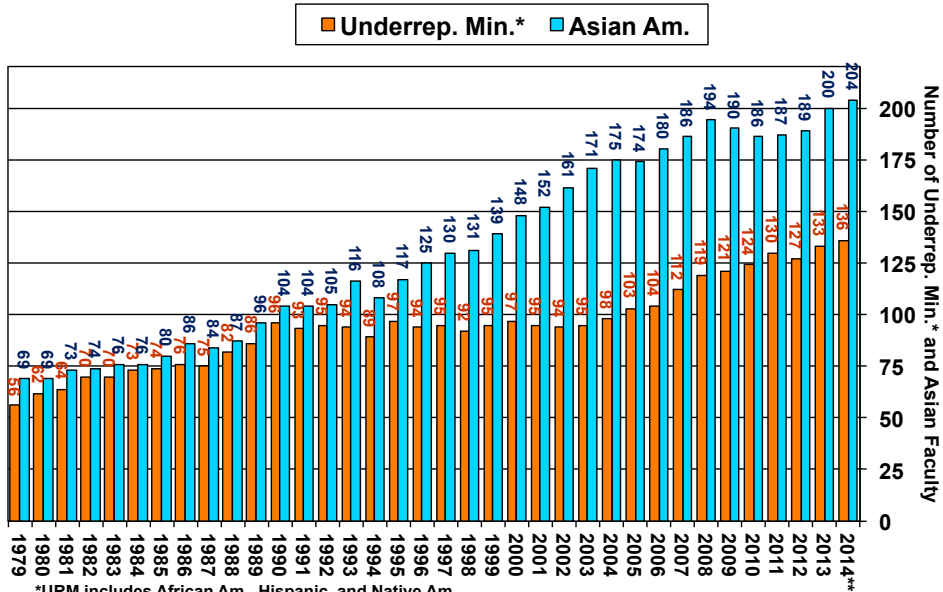Source: UCB Faculty Personnel Records, AY1979-80—2014-15. Prepared by Marc Goulden, March 27th, 2015.

### UC Berkeley Faculty Headcount by Ethnic Groups, AY 1979-80—2014-15*



■ Non-Minority/White　■ Asian　■ Under-Rep. Minority**　■ Other/Unknown
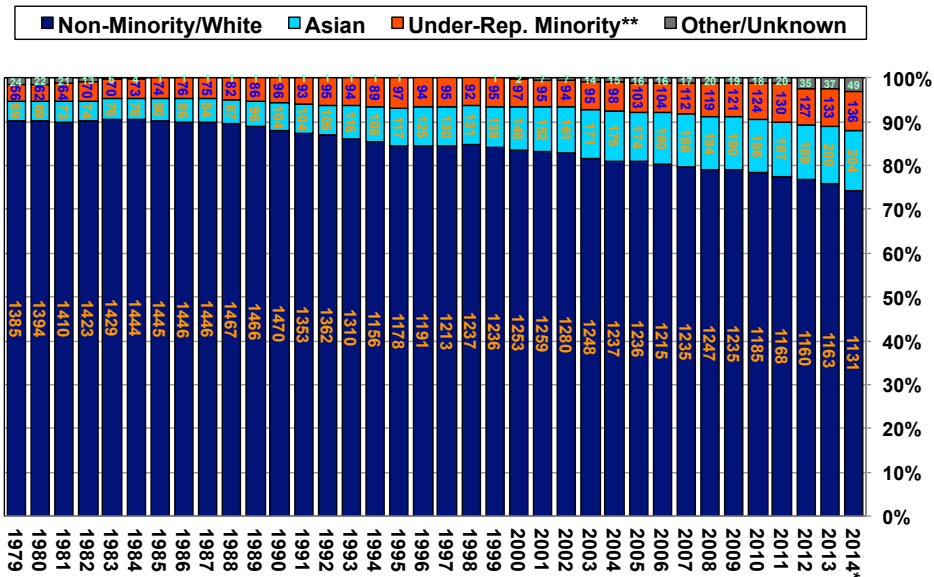
*Data for AY 2014-15 is preliminary, as of March 27th, 2015. Currently the number of unknown ethnicity is high.
**URM includes African Am., Hispanic, and Native Am.

Source: UCB Faculty Personnel Records, AY1979-80—2014-15. Prepared by Marc Goulden, March 27th, 2015.

## UC Berkeley Faculty Headcount by Race/Ethnicity: Underrepresented Minorities (URM)* and Asian American, AY 1979-80—2014-15**
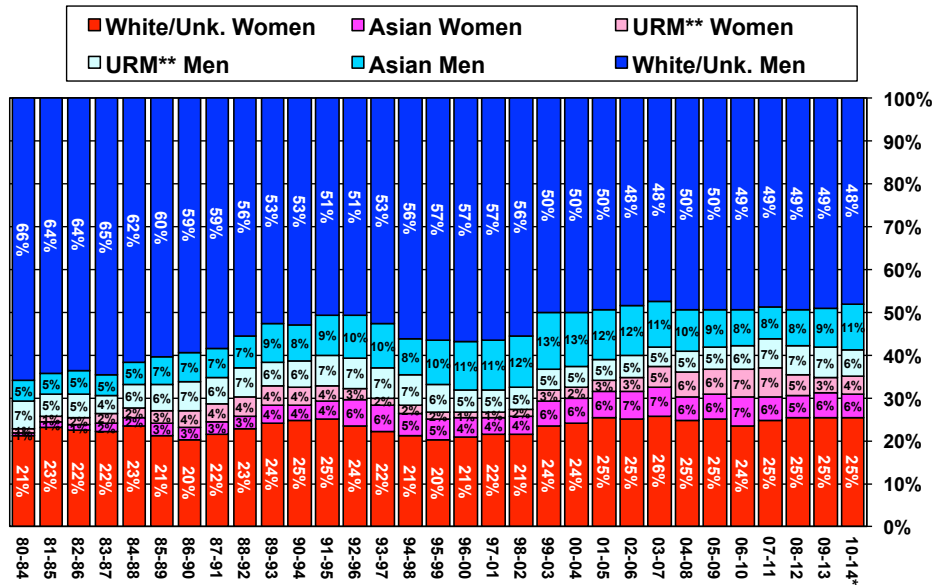


*URM includes African Am., Hispanic, and Native Am.
**Data for AY 2014-15 is preliminary, as of March 27th, 2015.  Currently the number of unknown ethnicity is high.
Source: UCB Faculty Personnel Records, AY1979-80—2014-15.  Prepared by Marc Goulden, March 27th, 2015.

## I. UC Berkeley Campus, New Faculty Headcount, rolling 5-year averages

### UC Berkeley Campus, NEW Faculty Headcount*, AY 1980-81—2014-15
### 5-Year Rolling Averages



*Data for AY 2014-15 is preliminary, as of March 27th, 2015.
**URM includes African Am., Hispanic, and Native Am.

Source: UCB Faculty Personnel Records, AY1980-81—2014-15.  Prepared by Marc Goulden, March 27th, 2015.