Why diversity matters

• University of California mission

• Chancellor’s priority

• Hiring a more diverse faculty will broaden and deepen educational experiences and the scholarly environment.

• More heterogeneous groups have greater creativity and bring wider range of viewpoints.
Diversity and the University of California

• Not about hiring quotas, or showing preference to particular groups

• Providing equal access and equal opportunity through outreach
What are our goals?

• Faculty should represent the availability of qualified candidates from each group
  – So, for example, all departments are not expected to have a 50:50 sex ratio, or the same % of Latinos

• We use federally-mandated data, based on number of Ph.D.s in each field

• UCSC statistics available from the office for Diversity, Equity, and Inclusion.
UCSC Race/Ethnicity

UCSC Faculty
n=558
- White: 68%
- Unknown: 7%
- African American: 3%
- Latino: 8%
- Asian/PI: 13%
- American Indian: 1%

Faculty data as of 7/1/10

UCSC Undergraduates & Graduate Students
n=16,332
- White: 46%
- Unknown: 10%
- International: 2%
- African American: 3%
- Latino: 17%
- Asian/PI: 21%
- American Indian: 1%

Student Data from 2009-10 3-quarter avg
UCSC Faculty Race/Ethnicity

UCSC Faculty
n=558

- White: 68%
- Unknown: 7%
- African American: 3%
- Latino: 8%
- Asian/PI: 13%
- American Indian: 1%

National Availability
n=444,382

- White: 81%
- Unknown: 4%
- African American: 4%
- Latino: 9%
- Asian/PI: 4%
- American Indian: 0%
- Unknown: 2%

Faculty Data as of 7/1/10
NORC/SED – 1988 to 2007
UCSC Faculty Gender

UCSC Faculty
n=558

Women 36%
Men 64%

National Availability
n=444,382

Women 42%
Men 58%

Faculty Data as of 7/1/10
NORC/SED – 1988 to 2007