

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

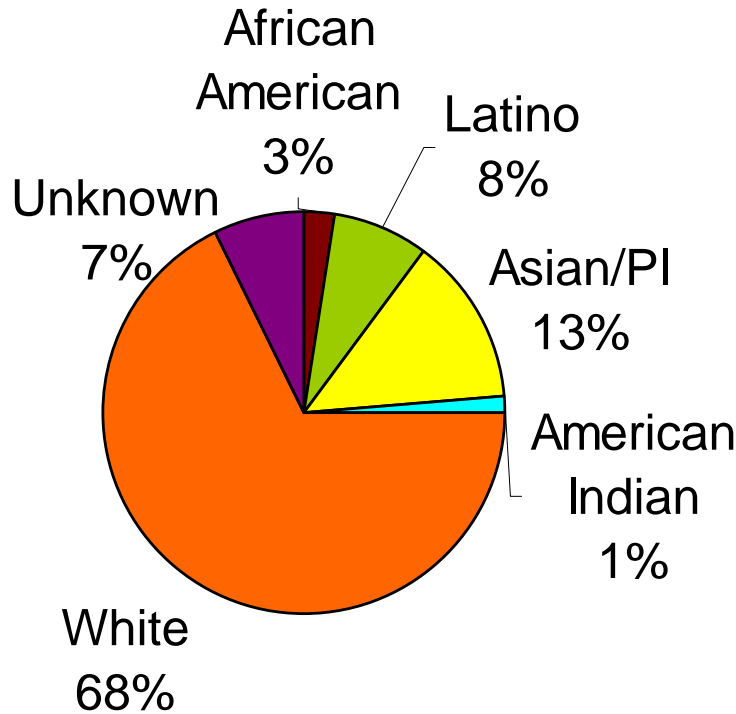
- Not about hiring quotas, or showing preference to particular groups
- Providing equal access and equal opportunity through outreach

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.

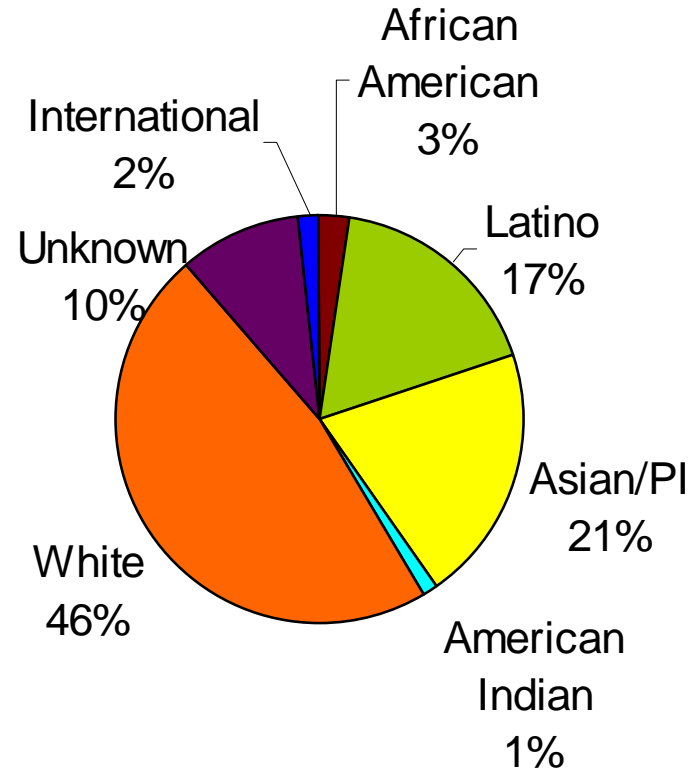
UCSC Race/Ethnicity

UCSC Faculty
n=558



Faculty data as of 7/1/10

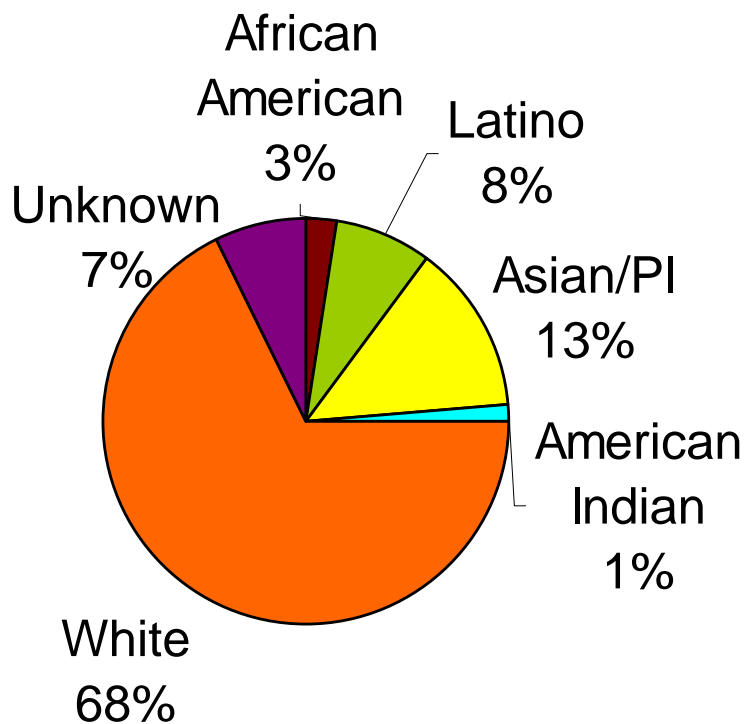
UCSC Undergraduates &
Graduate Students
n=16,332



Student Data from 2009-10 3-quarter avg

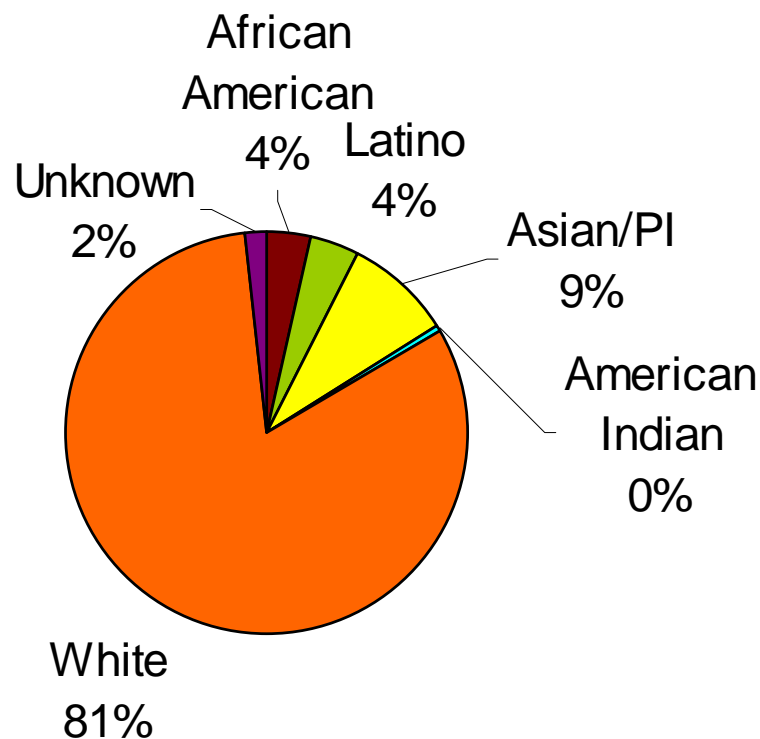
UCSC Faculty Race/Ethnicity

UCSC Faculty
n=558



Faculty Data as of 7/1/10

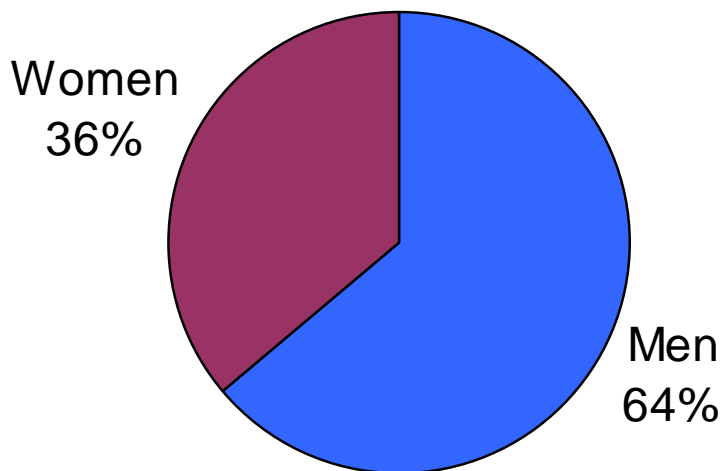
National Availability
n=444,382



NORC/SED – 1988 to 2007

UCSC Faculty Gender

UCSC Faculty
n=558



National Availability
n=444,382

