

# Integration of Contributions to Advancing Diversity, Equity, and Inclusion into Hiring in the College of Engineering



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# Context in College of Engineering

- Associate Dean for Equity and Inclusion position (me)
- Seven departments, ~ 220 faculty
- 2017: Successful UCOP Advancing Faculty Diversity grant. Goals:
  - Improve the faculty search process to overcome barriers faced by female and URM applicants
  - Cultivate a culture throughout CoE in which all members of the community view themselves as active participants in advancing equity and inclusion
- Hiring criteria: Excellence in advancing DEI on par with research and teaching
- 2018: Office of Faculty Equity and Welfare (OFEW) updated guidance for entire campus, with input from CoE experience

# Integration of DEI throughout Search

- Language on commitment to DEI in job announcements
- Resources:
  - For candidates on why we care about DEI, what we are looking for
  - For committees about how to evaluate contributions to DEI
  - For student and faculty committees about how to discuss DEI during interview
- Language in interview invitation letter to prepare candidate
- Use of DEI rubrics
  - Establish minimum threshold before reviewing applications
  - Dean, Associate Deans, and Dept Chairs review the rubrics, and final candidates (accountability, transparency, learn from each other)
- Evaluation
  - Based on information in diversity statement and interview
  - Input from faculty search committee, equity advisor, student committee

# Berkeley Office for Faculty Equity & Welfare

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[Home](#) » [Recruitment](#) » [Contributions to Diversity](#)

## Contributions to Diversity



### Guidelines for Assessing Faculty Candidate Contributions to Advancing Diversity, Equity and Inclusion at Berkeley

Advancing diversity, equity, and inclusion are responsibilities of all Berkeley faculty through their research, teaching, and/or service. As a public institution we expect all new hires to meet our equity and inclusion standards for excellence. These responsibilities are codified in both the [UC Berkeley Principles of Community](#), and [The University of California Regents Policy 4400](#). Advancing diversity, equity, and inclusion also supports our campus goals for diversifying the faculty and creating an inclusive campus climate for all individuals. The purpose of this webpage is to provide candidates for faculty positions and faculty search committees information about how to consider and evaluate contributions to diversity, equity, and inclusion throughout the faculty search process.

#### From the UC Berkeley Principles of Community:

"These principles of community for the University of California, Berkeley, are rooted in our mission of teaching, research and public service. They reflect our passion for critical inquiry, debate, discovery and innovation, and our deep commitment to contributing to a better world. Every member of the UC Berkeley community has a role in sustaining a safe, caring and humane environment in which these values can thrive."

#### Among the principles:

- "We recognize the intrinsic relationship between diversity and excellence in all our endeavors.
- We embrace open and equitable access to opportunities for learning and development as our obligation and goal."

From the Regents Policy 4400: Policy on University of California Diversity Statement:

[Support for Candidates for Faculty Searches](#)

[Support for Faculty Search Committees](#)

# Three Aspects of Evaluating DEI

- Knowledge and understanding
  - Data, challenges, literature
  - Personal reflection
- Track record and experience
  - Specific activities and efforts
  - Role played
- Future plans
  - Specific concrete, realistic ideas
  - Awareness of existing programs/efforts

# Follow Through

- Support for newly hired faculty
  - ~20K/hire in funding for implementing DEI efforts (Faculty Engagement Fund)
  - ~ 4K/hire for professional development
  - Director of Faculty Engagement provides support to develop and implement ideas
  - Build community!
- CoE is adopting new UC systemwide guidance on integrating contributions to DEI into merits and promotions

# Overcoming Skepticism

- Making a strong case. Candidates that are invested in advancing DEI are likely to be more effective at the other aspects necessary for success
  - Research: more effective mentor, diverse groups are more creative, objective, productive
  - Teaching: more engaged, more inclusive classroom, try new ideas, better support success of all students
  - Service: likely to be good departmental citizen
- The process of evaluating candidates' DEI contributions is transformative itself
  - Some candidates are living proof that commitment to DEI can be integrated into career at early stage
  - We are learning from our candidates
  - Discussions about candidates, and need to

# What's Next

- Keep the pressure on
- More support for our equity advisors and faculty search committees throughout process
- Enjoying our new hires!

## **Office of Faculty, Equity, and Welfare (OFEW) links**

- Guidance for candidates and committees

<https://ofew.berkeley.edu/recruitment/contributions-diversity>

- Rubric for assessing candidates

[https://ofew.berkeley.edu/sites/default/files/candidate\\_evaluation\\_tool\\_for\\_faculty\\_searches.pdf](https://ofew.berkeley.edu/sites/default/files/candidate_evaluation_tool_for_faculty_searches.pdf)

- Rubric for assessing contributions to DEI

[https://ofew.berkeley.edu/sites/default/files/rubric\\_to\\_assess\\_candidate\\_contributions\\_to\\_diversity\\_equity\\_and\\_inclusion.pdf](https://ofew.berkeley.edu/sites/default/files/rubric_to_assess_candidate_contributions_to_diversity_equity_and_inclusion.pdf)