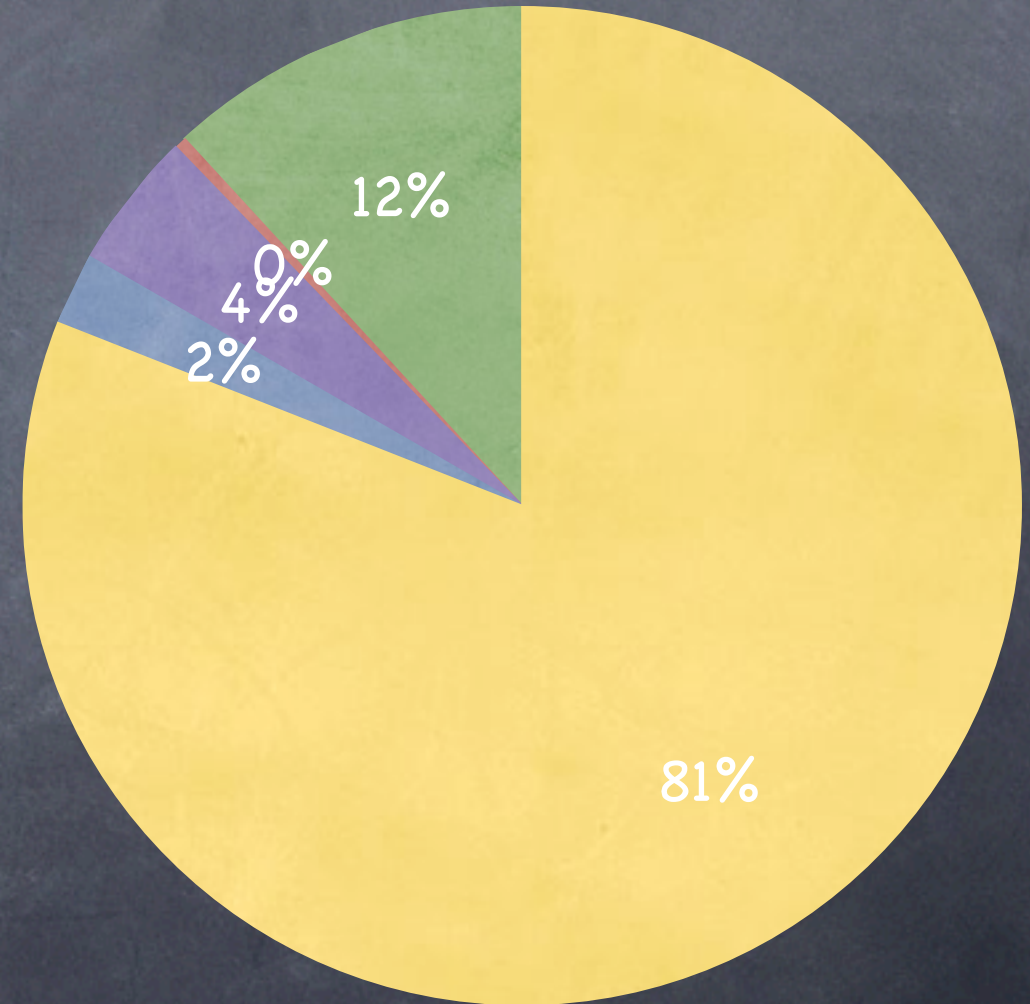# UCSD and UC: Minority Faculty Hiring, 1999-2002

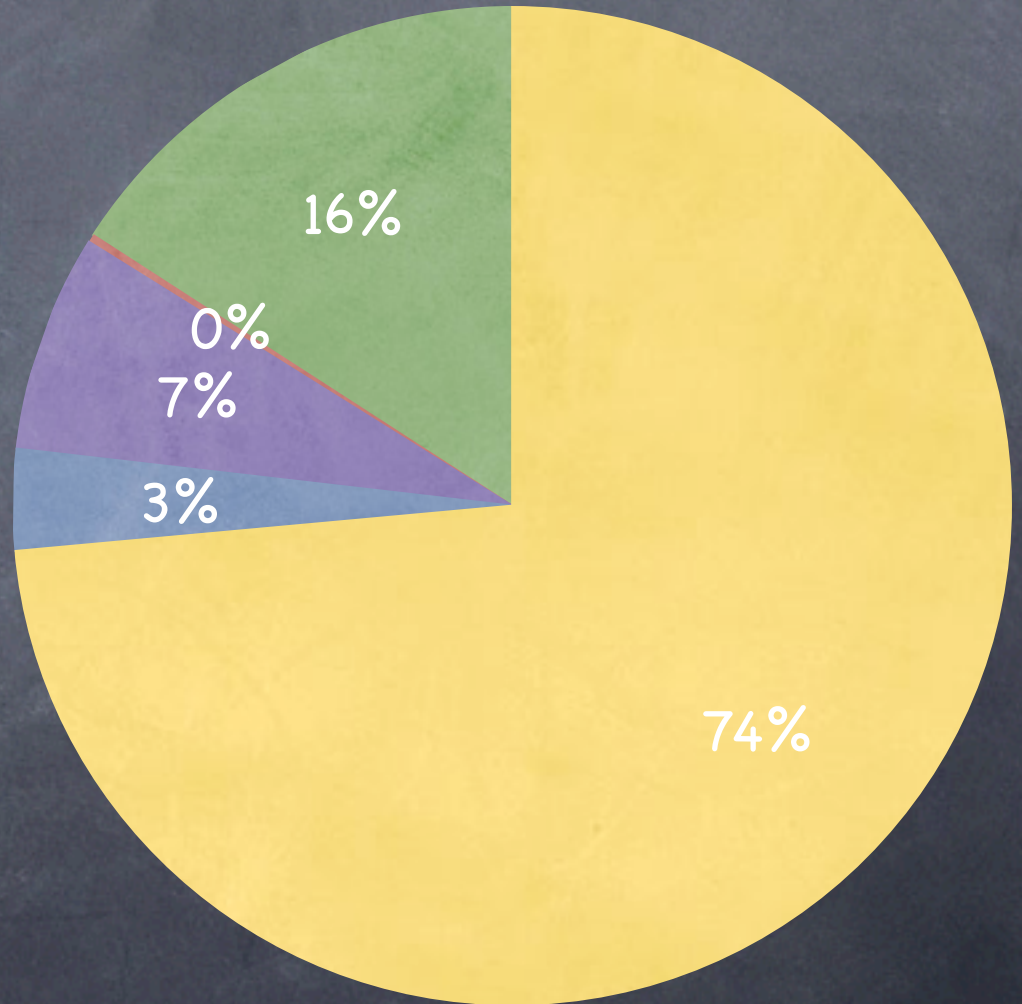# <UCSD General Campus & Systemwide> - 2002

18% 0% 6% 2% 74%

12% 0% 4% 2% 81%
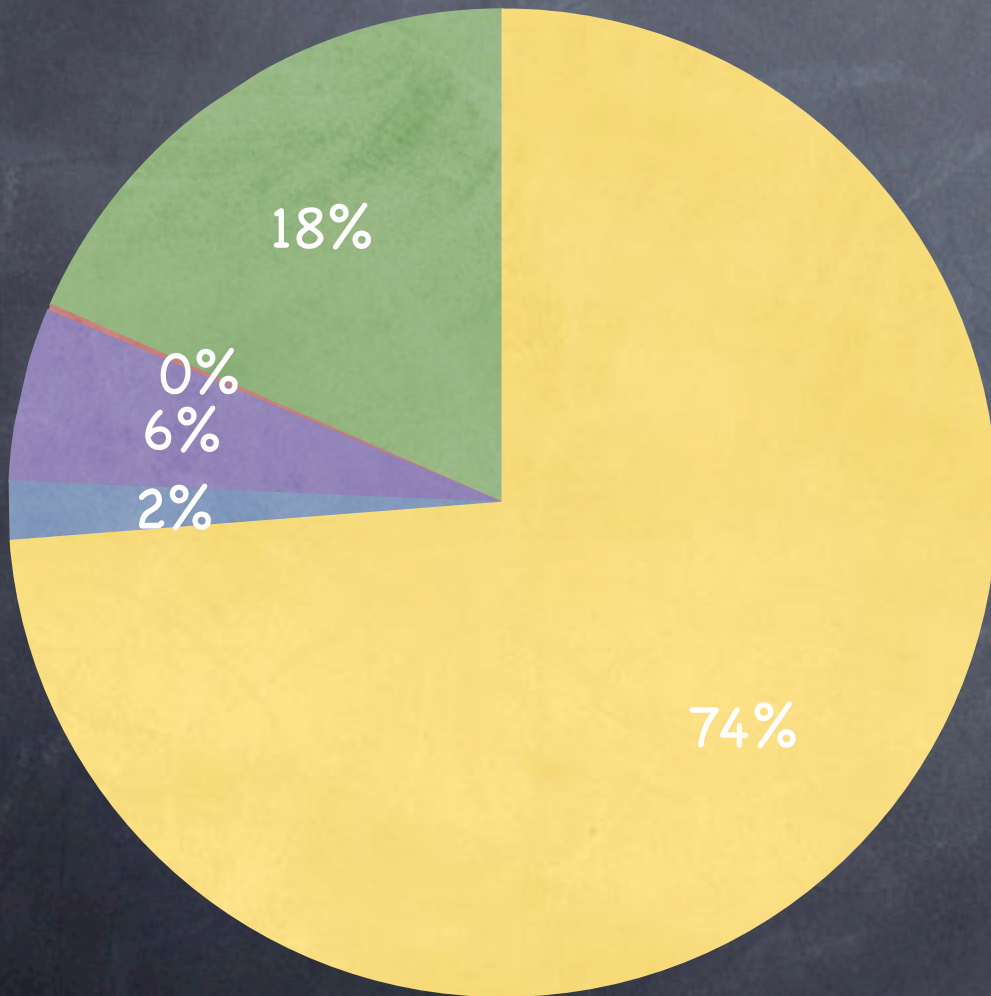
White   AfAm   ChicLat   AmInd   Asian

UCSD new hires, 1999-2000 to 2003-2004

White · AfAm · Asian · ChicLat · AmInd

60
45
30
15
0

1999-2000 · 2000-2001 · 2001-2002 · 2002-2003 · 2003-2004
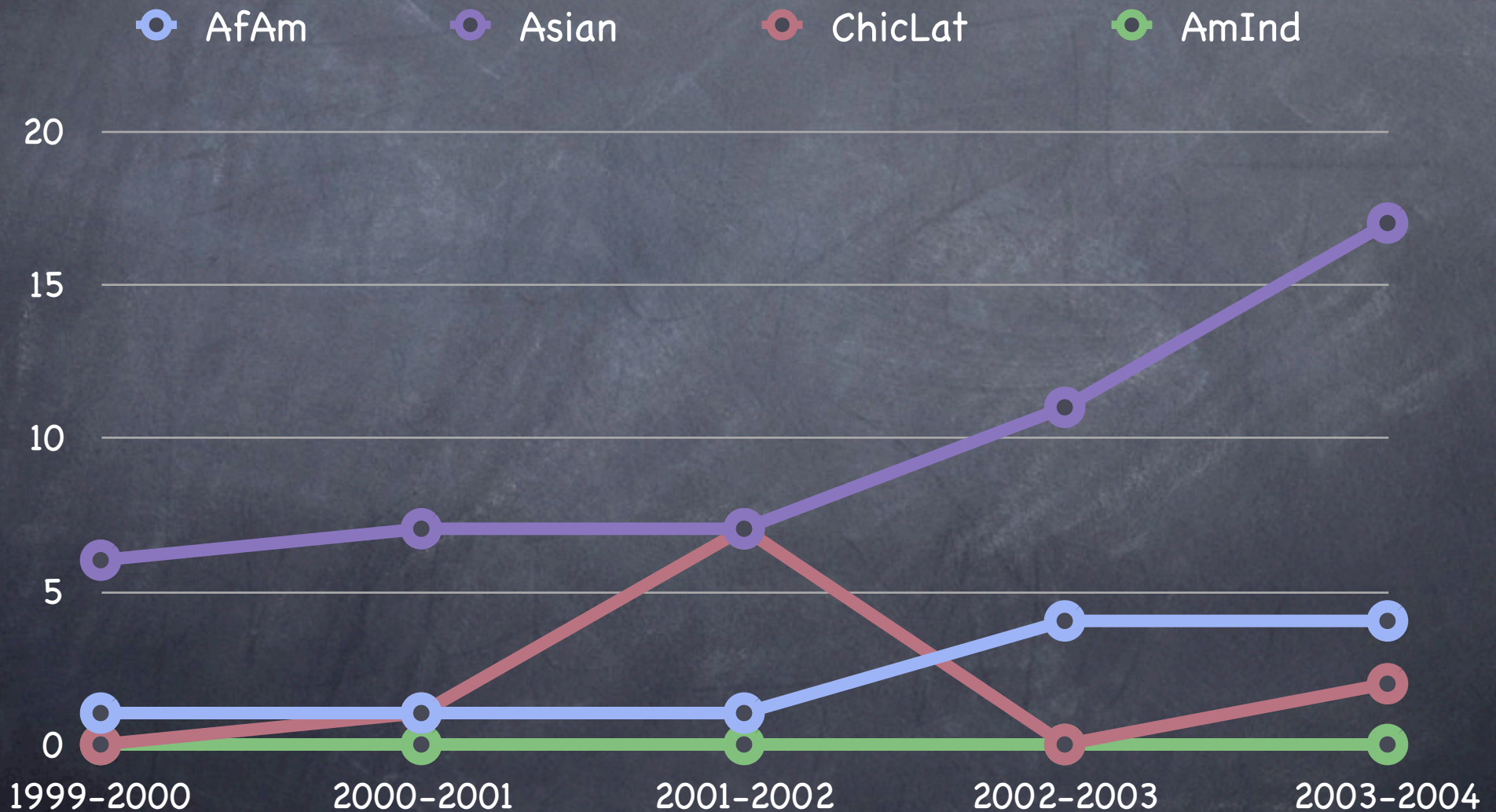
Tenured Faculty, 10/02

- 5 areas significantly better than pool.

UC TENURED FACULTY, OCTOBER 2002
& ACADEMIC AVAILABILITIES (1982 TO 1996 SELECTED NATIONAL DOCTORAL DEGREE RECIPIENTS)
SAN DIEGO

	AVAILABILITIES				UC TENURED FACULTY OCTOBER 2002							
	Under-rep Minorities*	All Minorities*	White	TOTAL	Under-rep Minorities*	All Minorities*	White	TOTAL	Under-rep Minorities*	All Minorities*	White	TOTAL
LIFE SCIENCES												
Agricultural Sci	5.7%	11.9%	88.1%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
Biological Sci	4.5%	13.9%	86.1%	100.0%	2	8	50	58	3.4%	13.8%	86.2%	100.0%
Other Life Sci[1]	7.3%	13.5%	86.5%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
TOTAL LIFE SCI	5.1%	13.6%	86.5%	100.0%	2	8	50	58	3.4%	13.8%	86.2%	100.0%
COMPUTER SCI, MATH, ENGINEERING												
Engineering	4.5%	25.0%	75.0%	100.0%	3	15	38	53	5.7%	28.3%	71.7%	100.0%
Computer Science	3.2%	19.2%	80.8%	100.0%	1	30	49	79	1.3%	38.0%	62.0%	100.0%
Mathematics	3.7%	16.7%	83.3%	100.0%	2	5	41	46	4.3%	10.9%	89.1%	100.0%
TOTAL CS, MATH, ENGIN	4.2%	23.0%	77.0%	100.0%	6	50	128	178	3.4%	28.1%	71.9%	100.0%
PHYSICAL SCIENCES												
Chemistry	4.7%	15.5%	84.5%	100.0%	0	3	28	31	0.0%	9.7%	90.3%	100.0%
Geological & Related Sci	2.5%	7.8%	92.2%	100.0%	0	1	27	28	0.0%	3.6%	96.4%	100.0%
Physics	3.7%	16.2%	83.8%	100.0%	4	11	30	41	9.8%	26.8%	73.2%	100.0%
Other Physical Sci[2]	3.1%	10.5%	89.5%	100.0%	1	4	36	40	2.5%	10.0%	90.0%	100.0%
TOTAL PHYSICAL SCIENCES	4.0%	14.3%	85.8%	100.0%	5	19	121	140	3.6%	13.6%	86.4%	100.0%
HUMANITIES												
Psychology	8.1%	10.2%	89.8%	100.0%	1	2	26	28	3.6%	7.1%	92.9%	100.0%
Social Sciences	9.1%	15.2%	84.8%	100.0%	13	16	94	110	11.8%	14.5%	85.5%	100.0%
History	6.6%	9.1%	90.9%	100.0%	5	9	23	32	15.6%	28.1%	71.9%	100.0%
Letters	5.5%	8.6%	91.4%	100.0%	8	14	32	46	17.4%	30.4%	69.6%	100.0%
Foreign Lang & Lit	18.5%	21.6%	78.4%	100.0%	0	0	7	7	0.0%	0.0%	100.0%	100.0%
Fine Arts	4.5%	8.2%	91.8%	100.0%	7	8	59	67	10.4%	11.9%	88.1%	100.0%
Other Humanities[3]	6.3%	9.0%	91.0%	100.0%	1	1	12	13	7.7%	7.7%	92.3%	100.0%
TOTAL HUMANITIES	8.0%	11.4%	88.6%	100.0%	35	50	253	303	11.6%	16.5%	83.5%	100.0%
EDUCATION	13.0%	14.9%	85.1%	100.0%	0	0	3	3	0.0%	0.0%	100.0%	100.0%
PROFESSIONAL FIELDS												
Business & Management	5.1%	13.9%	86.1%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
Communications	9.8%	13.3%	86.7%	100.0%	2	3	12	15	13.3%	20.0%	80.0%	100.0%
Other Profess Fields[4]	10.4%	14.1%	85.9%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
TOTAL PROF FIELDS	7.9%	13.9%	86.1%	100.0%	2	3	12	15	13.3%	20.0%	80.0%	100.0%
GRAND TOTAL[5]	6.5%	14.5%	85.5%	100.0%	50	130	567	697	7.2%	18.7%	81.3%	100.0%

Tenured Faculty, 10/02

- 4 areas significantly worse than pool.

PHYSICAL SCIENCES												
Chemistry	4.7%	15.5%	84.5%	100.0%	0	3	28	31	0.0%	9.7%	90.3%	100.0%
Geological & Related Sci	2.5%	7.8%	92.2%	100.0%	0	1	27	28	0.0%	3.6%	96.4%	100.0%
Physics	3.7%	16.2%	83.8%	100.0%	4	11	30	41	9.8%	26.8%	73.2%	100.0%
Other Physical Sci[2]	3.1%	10.5%	89.5%	100.0%	1	4	36	40	2.5%	10.0%	90.0%	100.0%
TOTAL PHYSICAL SCIENCES	4.0%	14.3%	85.8%	100.0%	5	19	121	140	3.6%	13.6%	86.4%	100.0%
HUMANITIES												
Psychology	8.1%	10.2%	89.8%	100.0%	1	2	25	28	3.6%	7.1%	92.9%	100.0%
Social Sciences	9.1%	15.2%	84.8%	100.0%	13	16	94	110	11.8%	14.5%	85.5%	100.0%
History	6.6%	9.1%	90.9%	100.0%	5	9	23	32	15.6%	28.1%	71.9%	100.0%
Letters	5.5%	8.6%	91.4%	100.0%	8	14	32	46	17.4%	30.4%	69.6%	100.0%
Foreign Lang & Lit	18.5%	21.6%	78.4%	100.0%	0	0	7	7	0.0%	0.0%	100.0%	100.0%
Fine Arts	4.5%	8.2%	91.8%	100.0%	7	8	59	67	10.4%	11.9%	88.1%	100.0%
Other Humanities[3]	6.3%	9.0%	91.0%	100.0%	1	1	12	13	7.7%	7.7%	92.3%	100.0%
TOTAL HUMANITIES	8.0%	11.4%	88.6%	100.0%	35	50	253	303	11.6%	16.5%	83.5%	100.0%
EDUCATION	13.0%	14.9%	85.1%	100.0%	0	0	3	3	0.0%	0.0%	100.0%	100.0%

Tenured Faculty, 10/02

- 3 areas have no underrepresented minority faculty.

PHYSICAL SCIENCES												
Chemistry	4.7%	15.5%	84.5%	100.0%	0	3	28	31	0.0%	9.7%	90.3%	100.0%
Geological & Related Sci	2.5%	7.8%	92.2%	100.0%	0	1	27	28	0.0%	3.6%	96.4%	100.0%
Physics	3.7%	16.2%	83.8%	100.0%	4	11	30	41	9.8%	26.8%	73.2%	100.0%
Other Physical Sci[2]	3.1%	10.5%	89.5%	100.0%	1	4	36	40	2.5%	10.0%	90.0%	100.0%
TOTAL PHYSICAL SCIENCES	4.0%	14.3%	85.8%	100.0%	5	19	121	140	3.6%	13.6%	86.4%	100.0%
HUMANITIES												
Psychology	8.1%	10.2%	89.8%	100.0%	1	2	26	28	3.6%	7.1%	92.9%	100.0%
Social Sciences	9.1%	15.2%	84.8%	100.0%	13	16	94	110	11.8%	14.5%	85.5%	100.0%
History	6.6%	9.1%	90.9%	100.0%	5	9	23	32	15.6%	28.1%	71.9%	100.0%
Letters	5.5%	8.6%	91.4%	100.0%	8	14	32	46	17.4%	30.4%	69.6%	100.0%
Foreign Lang & Lit	18.5%	21.6%	78.4%	100.0%	0	0	7	7	0.0%	0.0%	100.0%	100.0%
Fine Arts	4.5%	8.2%	91.8%	100.0%	7	8	59	67	10.4%	11.9%	88.1%	100.0%
Other Humanities[3]	6.3%	9.0%	91.0%	100.0%	1	1	12	13	7.7%	7.7%	92.3%	100.0%
TOTAL HUMANITIES	8.0%	11.4%	88.6%	100.0%	35	50	253	303	11.6%	16.5%	83.5%	100.0%
EDUCATION	13.0%	14.9%	85.1%	100.0%	0	0	3	3	0.0%	0.0%	100.0%	100.0%
PROFESSIONAL FIELDS												

Tenured Faculty, 10/02

- Total not significantly different from UC percentages.

UCSD

| GRAND TOTAL[$] | 6.5% | 14.5% | 85.5% | 100.0% | 50 | 130 | 567 | 697 | 7.2% | 18.7% | 81.3% | 100.0% |

All UC

| GRAND TOTAL[$] | 6.5% | 14.5% | 85.5% | 100.0% | 449 | 1,136 | 5,231 | 6,367 | 7.1% | 17.8% | 82.2% | 100.0% |

Tenured Faculty, 10/02

- 5 areas significantly better than pool.

- 4 areas significantly worse than pool.

- 3 areas have no underrepresented minority faculty.

- Total not significantly different from UC percentages.

- What is the hiring trend for tenured faculty?

New Tenured Faculty, 1999-00 to 2002-03

- In Science and Engineering Divisions (59% of total UCSD tenured hires), underrepresented minority faculty hired: 3 (6.5%) of 46.

UC TENURED FACULTY, NEW APPOINTMENTS 1999-00 TO 2002-03
& ACADEMIC AVAILABILITIES (1982 TO 1996 NATIONAL DOCTORAL DEGREE RECIPIENTS)
SAN DIEGO

	AVAILABILITIES				NEW APPOINTMENTS 1999-00 TO 2002-03							
	Under-rep Minorities*	All Minorities*	White	TOTAL	Under-rep Minorities*	All Minorities*	White	TOTAL	Under-rep Minorities*	All Minorities*	White	TOTAL
LIFE SCIENCES												
Agricultural Sci	5.7%	11.9%	88.1%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
Biological Sci	4.5%	13.9%	86.1%	100.0%	1	1	5	6	16.7%	16.7%	83.3%	100.0%
Other Life Sci[1]	7.3%	13.5%	86.5%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
TOTAL LIFE SCI	5.1%	13.6%	86.5%	100.0%	1	1	5	6	16.7%	16.7%	83.3%	100.0%
COMPUTER SCI, MATH, ENGINEERING												
Engineering	4.5%	25.0%	75.0%	100.0%	1	4	4	8	12.5%	50.0%	50.0%	100.0%
Computer Science	3.2%	19.2%	80.8%	100.0%	0	6	6	12	0.0%	50.0%	50.0%	100.0%
Mathematics	3.7%	16.7%	83.3%	100.0%	0	1	7	8	0.0%	12.5%	87.5%	100.0%
TOTAL CS, MATH, ENGIN	4.2%	23.0%	77.0%	100.0%	1	11	17	28	3.6%	39.3%	60.7%	100.0%
PHYSICAL SCIENCES												
Chemistry	4.7%	15.5%	84.5%	100.0%	0	0	5	5	0.0%	0.0%	100.0%	100.0%
Geological & Related Sci	2.5%	7.8%	92.2%	100.0%	0	0	1	1	0.0%	0.0%	100.0%	100.0%
Physics	3.7%	16.2%	83.8%	100.0%	0	1	2	3	0.0%	33.3%	66.7%	100.0%
Other Physical Sci[2]	3.1%	10.5%	89.5%	100.0%	0	0	3	3	0.0%	0.0%	100.0%	100.0%
TOTAL PHYSICAL SCIENCES	4.0%	14.3%	85.8%	100.0%	0	1	11	12	0.0%	8.3%	91.7%	100.0%

New Tenured Faculty, 1999-00 to 2002-03

- UCSD 6.5% compares to 8.7% UC-wide hiring in Science and Engineering Divisions (50% of total UC tenured hires).

UC TENURED FACULTY, NEW APPOINTMENTS 1999-00 TO 2002-03
& ACADEMIC AVAILABILITIES (1982 TO 1996 NATIONAL DOCTORAL DEGREE RECIPIENTS)
UNIVERSITYWIDE

	AVAILABILITIES				NEW APPOINTMENTS 1999-00 TO 2002-03							
	Under-rep Minorities*	All Minorities*	White	TOTAL	Under-rep Minorities*	All Minorities*	White	TOTAL	Under-rep Minorities*	All Minorities*	White	TOTAL
LIFE SCIENCES												
Agricultural Sci	5.7%	11.9%	88.1%	100.0%	1	4	23	27	3.7%	14.8%	85.2%	100.0%
Biological Sci	4.5%	13.9%	86.1%	100.0%	3	11	36	47	6.4%	23.4%	76.6%	100.0%
Other Life Sci[1]	7.3%	13.5%	86.5%	100.0%	0	1	12	13	0.0%	7.7%	92.3%	100.0%
TOTAL LIFE SCI	5.1%	13.6%	86.5%	100.0%	4	16	71	87	4.6%	18.4%	81.6%	100.0%
COMPUTER SCI, MATH, ENGINEERING												
Engineering	4.5%	25.0%	75.0%	100.0%	1	25	58	83	1.2%	30.1%	69.9%	100.0%
Computer Science	3.2%	19.2%	80.8%	100.0%	1	14	18	32	3.1%	43.8%	56.3%	100.0%
Mathematics	3.7%	16.7%	83.3%	100.0%	0	5	20	25	0.0%	20.0%	80.0%	100.0%
TOTAL CS, MATH, ENGIN	4.2%	23.0%	77.0%	100.0%	2	44	95	140	1.4%	31.4%	68.6%	100.0%
PHYSICAL SCIENCES												
Chemistry	4.7%	15.5%	84.5%	100.0%	0	2	12	14	0.0%	14.3%	85.7%	100.0%
Geological & Related Sci	2.5%	7.8%	92.2%	100.0%	0	0	10	10	0.0%	0.0%	100.0%	100.0%
Physics	3.7%	16.2%	83.8%	100.0%	1	4	17	21	4.8%	19.0%	81.0%	100.0%
Other Physical Sci[2]	3.1%	10.5%	89.5%	100.0%	0	1	13	14	0.0%	7.1%	92.9%	100.0%
TOTAL PHYSICAL SCIENCES	4.0%	14.3%	85.8%	100.0%	1	7	52	59	1.7%	11.9%	88.1%	100.0%

New Tenured Faculty, 1999-00 to 2002-03

🌀 Humanities Division only bright spot.

HUMANITIES												
Psychology	8.1%	10.2%	89.8%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
Social Sciences	9.1%	15.2%	84.8%	100.0%	1	1	6	7	14.3%	14.3%	85.7%	100.0%
History	6.6%	9.1%	90.9%	100.0%	0	1	1	2	0.0%	50.0%	50.0%	100.0%
Letters	5.5%	8.6%	91.4%	100.0%	1	2	1	3	33.3%	66.7%	33.3%	100.0%
Foreign Lang & Lit	18.5%	21.6%	78.4%	100.0%	0	0	1	1	0.0%	0.0%	100.0%	100.0%
Fine Arts	4.5%	8.2%	91.8%	100.0%	1	1	9	10	10.0%	10.0%	90.0%	100.0%
Other Humanities[3]	6.3%	9.0%	91.0%	100.0%	2	2	3	5	40.0%	40.0%	60.0%	100.0%
TOTAL HUMANITIES	8.0%	11.4%	88.6%	100.0%	5	7	21	28	17.9%	25.0%	75.0%	100.0%

New Tenured Faculty, 1999-00 to 2002-03

- Percentages better than for total Tenured.

New Tenured:

GRAND TOTAL[5]			6.5%	14.6%	85.4%	100.0%	7	20	58	78	9.0%	25.6%	74.4%	100.0%

Total Tenured:

GRAND TOTAL[5]			6.5%	14.6%	85.4%	100.0%	39	119	448	567	6.9%	21.0%	79.0%	100.0%

New Tenured Faculty, 1999-00 to 2002-03

- In Science and Engineering Divisions (59% of total UCSD tenured hires), underrepresented minority faculty hired: 3 (6.5%) of 46.

- UCSD 6.5% compares to 8.7% UC-wide hiring in Science and Engineering Divisions (50% of total UC tenured hires).

- Humanities Division only bright spot.

- Percentages better than for total Tenured.

- What about non-tenured ladder-rank hires?

Non-tenured Faculty, 10/02

9 of 16 areas with searches have hired no underrepresented minority non-tenured faculty. 4 areas have no minority no-tenured faculty at all.

UC NON-TENURED FACULTY, OCTOBER 2002
& ACADEMIC AVAILABILITIES (1997 TO 2001 SELECTED NATIONAL DOCTORAL DEGREE RECIPIENTS)
SAN DIEGO

	AVAILABILITIES				UC NON-TENURED FACULTY OCTOBER 2002							
	Under-rep Minorities*	All Minorities*	White	TOTAL	Under-rep Minorities*	All Minorities*	White	TOTAL	Under-rep Minorities*	All Minorities*	White	TOTAL
LIFE SCIENCES												
Agricultural Sci	9.6%	19.2%	80.8%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
Biological Sci	7.1%	23.3%	76.8%	100.0%	0	4	16	20	0.0%	20.0%	80.0%	100.0%
Other Life Sci[1]	9.4%	19.1%	80.9%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
TOTAL LIFE SCI	7.8%	22.1%	77.9%	100.0%	0	4	16	20	0.0%	20.0%	80.0%	100.0%
COMPUTER SCI, MATH, ENGINEERING												
Engineering	6.9%	27.2%	72.8%	100.0%	0	1	8	9	0.0%	11.1%	88.9%	100.0%
Computer Science	6.0%	25.3%	74.7%	100.0%	1	3	7	10	10.0%	30.0%	70.0%	100.0%
Mathematics	5.7%	18.6%	81.4%	100.0%	0	4	0	4	0.0%	100.0%	0.0%	100.0%
TOTAL CS, MATH, ENGIN	6.6%	25.7%	74.3%	100.0%	1	8	15	23	4.3%	34.8%	65.2%	100.0%
PHYSICAL SCIENCES												
Chemistry	7.1%	21.3%	78.7%	100.0%	0	2	6	8	0.0%	25.0%	75.0%	100.0%
Geological & Related Sci	5.2%	14.6%	85.4%	100.0%	0	1	1	2	0.0%	50.0%	50.0%	100.0%
Physics	4.3%	18.4%	81.6%	100.0%	0	0	3	3	0.0%	0.0%	100.0%	100.0%
Other Physical Sci[2]	5.2%	15.2%	84.8%	100.0%	0	0	4	4	0.0%	0.0%	100.0%	100.0%
TOTAL PHYSICAL SCIENCES	5.9%	19.0%	81.0%	100.0%	0	3	14	17	0.0%	17.6%	82.4%	100.0%
HUMANITIES												
Psychology	12.5%	17.8%	82.2%	100.0%	1	1	10	11	9.1%	9.1%	90.9%	100.0%
Social Sciences	11.2%	20.5%	79.5%	100.0%	3	6	20	26	11.5%	23.1%	76.9%	100.0%
History	8.6%	14.4%	85.6%	100.0%	2	2	2	4	50.0%	50.0%	50.0%	100.0%
Letters	7.9%	13.5%	86.5%	100.0%	1	3	6	9	11.1%	33.3%	66.7%	100.0%
Foreign Lang & Lit	19.0%	25.1%	74.9%	100.0%	1	1	3	4	25.0%	25.0%	75.0%	100.0%
Fine Arts	6.6%	14.4%	85.6%	100.0%	0	0	4	4	0.0%	0.0%	100.0%	100.0%
Other Humanities[3]	8.4%	14.9%	85.1%	100.0%	0	0	5	5	0.0%	0.0%	100.0%	100.0%
TOTAL HUMANITIES	10.6%	17.4%	82.7%	100.0%	8	13	50	63	12.7%	20.6%	79.4%	100.0%
EDUCATION	18.3%	22.0%	78.0%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
PROFESSIONAL FIELDS												
Business & Management	10.2%	20.2%	79.9%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
Communications	12.0%	17.7%	82.3%	100.0%	1	2	4	6	16.7%	33.3%	66.7%	100.0%
Other Profess Fields[4]	13.9%	22.7%	77.3%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
TOTAL PROF FIELDS	11.8%	20.6%	79.4%	100.0%	1	2	4	6	16.7%	33.3%	66.7%	100.0%
GRAND TOTAL[5]	9.4%	20.0%	80.0%	100.0%	10	30	99	129	7.8%	23.3%	76.7%	100.0%

Non-tenured Faculty, 10/02

- 3 departments provide 37% of all UCSD minority non-tenured faculty. (Ethnic Studies accounts for 4 of 6 in Social Sciences.)

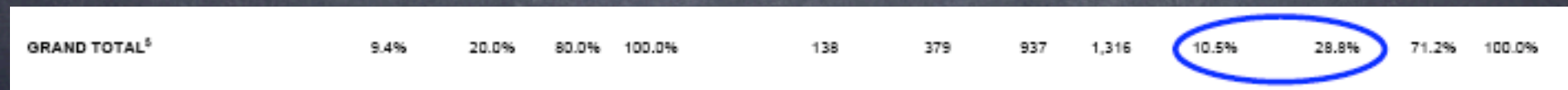| HUMANITIES | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Psychology | 12.5% | 17.8% | 82.2% | 100.0% | 1 | 1 | 10 | 11 | 9.1% | 9.1% | 90.9% | 100.0% |
| Social Sciences | 11.2% | 20.5% | 79.5% | 100.0% | 3 | 6 | 20 | 26 | 11.5% | 23.1% | 76.9% | 100.0% |
| History | 8.6% | 14.4% | 85.6% | 100.0% | 2 | 2 | 2 | 4 | 50.0% | 50.0% | 50.0% | 100.0% |
| Letters | 7.9% | 13.5% | 86.5% | 100.0% | 1 | 3 | 6 | 9 | 11.1% | 33.3% | 66.7% | 100.0% |
| Foreign Lang & Lit | 19.0% | 25.1% | 74.9% | 100.0% | 1 | 1 | 3 | 4 | 25.0% | 25.0% | 75.0% | 100.0% |
| Fine Arts | 6.6% | 14.4% | 85.6% | 100.0% | 0 | 0 | 4 | 4 | 0.0% | 0.0% | 100.0% | 100.0% |
| Other Humanities[3] | 8.4% | 14.9% | 85.1% | 100.0% | 0 | 0 | 5 | 5 | 0.0% | 0.0% | 100.0% | 100.0% |
| TOTAL HUMANITIES | 10.6% | 17.4% | 82.7% | 100.0% | 8 | 13 | 50 | 63 | 12.7% | 20.6% | 79.4% | 100.0% |
| | | | | | | | | | | | | |
| EDUCATION | 18.3% | 22.0% | 78.0% | 100.0% | 0 | 0 | 0 | 0 | 0.0% | 0.0% | 0.0% | 0.0% |
| | | | | | | | | | | | | |
| PROFESSIONAL FIELDS | | | | | | | | | | | | |
| Business & Management | 10.2% | 20.2% | 79.9% | 100.0% | 0 | 0 | 0 | 0 | 0.0% | 0.0% | 0.0% | 0.0% |
| Communications | 12.0% | 17.7% | 82.3% | 100.0% | 1 | 2 | 4 | 6 | 16.7% | 33.3% | 66.7% | 100.0% |
| Other Profess Fields[4] | 13.9% | 22.7% | 77.3% | 100.0% | 0 | 0 | 0 | 0 | 0.0% | 0.0% | 0.0% | 0.0% |
| TOTAL PROF FIELDS | 11.8% | 20.6% | 79.4% | 100.0% | 1 | 2 | 4 | 6 | 16.7% | 33.3% | 66.7% | 100.0% |

Non-tenured Faculty, 10/02

- UCSD has a significantly lower % of underrepresented minority non-tenured faculty than does UC as a whole.

UCSD

GRAND TOTAL[5]	9.4%	20.0%	80.0%	100.0%	10	30	99	129	7.8%	23.3%	76.7%	100.0%

All UC

GRAND TOTAL[5]	9.4%	20.0%	80.0%	100.0%	138	379	937	1,316	10.5%	28.8%	71.2%	100.0%

Non-tenured Faculty, 10/02

- 9 of 16 areas with searches have hired no underrepresented minority non-tenured faculty. 4 areas have no minority faculty at all.

- 3 departments provide 37% of all UCSD minority non-tenured faculty. (Ethnic Studies accounts for 4 of 6 in Social Sciences.)

- UCSD has a significantly lower % of underrepresented minority non-tenured faculty than does UC as a whole.

- What is the hiring trend for non-tenured faculty?

New Non-tenured Faculty, 1999-00 to 2002-03

- 8 of 16 areas with searches hired no underrepresented minority non-tenured faculty. 3 areas hired no minority faculty at all.

UC NON-TENURED FACULTY, NEW APPOINTMENTS 1999-00 TO 2002-03
& ACADEMIC AVAILABILITIES (1997 TO 2001 NATIONAL DOCTORAL DEGREE RECIPIENTS)
SAN DIEGO

	AVAILABILITIES				NEW APPOINTMENTS 1999-00 TO 2002-03							
	Under-rep Minorities*	All Minorities*	White	TOTAL	Under-rep Minorities*	All Minorities*	White	TOTAL	Under-rep Minorities*	All Minorities*	White	TOTAL
LIFE SCIENCES												
Agricultural Sci	9.6%	19.2%	80.8%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
Biological Sci	7.1%	23.3%	76.8%	100.0%	0	5	13	18	0.0%	27.8%	72.2%	100.0%
Other Life Sci[1]	9.4%	19.1%	80.9%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
TOTAL LIFE SCI	7.8%	22.1%	77.9%	100.0%	0	5	13	18	0.0%	27.8%	72.2%	100.0%
COMPUTER SCI, MATH, ENGINEERING												
Engineering	6.9%	27.2%	72.8%	100.0%	0	1	8	9	0.0%	11.1%	88.9%	100.0%
Computer Science	6.0%	25.3%	74.7%	100.0%	1	2	7	9	11.1%	22.2%	77.8%	100.0%
Mathematics	5.7%	18.6%	81.4%	100.0%	0	3	0	3	0.0%	100.0%	0.0%	100.0%
TOTAL CS, MATH, ENGIN	6.6%	25.7%	74.3%	100.0%	1	6	15	21	4.8%	28.6%	71.4%	100.0%
PHYSICAL SCIENCES												
Chemistry	7.1%	21.3%	78.7%	100.0%	0	1	4	5	0.0%	20.0%	80.0%	100.0%
Geological & Related Sci	5.2%	14.6%	85.4%	100.0%	0	1	1	2	0.0%	50.0%	50.0%	100.0%
Physics	4.3%	18.4%	81.6%	100.0%	1	1	2	3	33.3%	33.3%	66.7%	100.0%
Other Physical Sci[2]	5.2%	15.2%	84.8%	100.0%	0	0	6	6	0.0%	0.0%	100.0%	100.0%
TOTAL PHYSICAL SCIENCES	5.9%	19.0%	81.0%	100.0%	1	3	13	16	6.3%	18.8%	81.3%	100.0%
HUMANITIES												
Psychology	12.5%	17.8%	82.2%	100.0%	0	0	2	2	0.0%	0.0%	100.0%	100.0%
Social Sciences	11.2%	20.5%	79.5%	100.0%	1	3	17	20	5.0%	15.0%	85.0%	100.0%
History	8.6%	14.4%	85.6%	100.0%	1	1	2	3	33.3%	33.3%	66.7%	100.0%
Letters	7.9%	13.5%	86.5%	100.0%	2	4	4	8	25.0%	50.0%	50.0%	100.0%
Foreign Lang & Lit	19.0%	25.1%	74.9%	100.0%	1	1	2	3	33.3%	33.3%	66.7%	100.0%
Fine Arts	6.6%	14.4%	85.6%	100.0%	0	0	5	5	0.0%	0.0%	100.0%	100.0%
Other Humanities[3]	8.4%	14.9%	85.1%	100.0%	2	2	5	7	28.6%	28.6%	71.4%	100.0%
TOTAL HUMANITIES	10.6%	17.4%	82.7%	100.0%	7	11	37	48	14.6%	22.9%	77.1%	100.0%
EDUCATION	18.3%	22.0%	78.0%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
PROFESSIONAL FIELDS												
Business & Management	10.2%	20.2%	79.9%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
Communications	12.0%	17.7%	82.3%	100.0%	1	1	5	6	16.7%	16.7%	83.3%	100.0%
Other Profess Fields[4]	13.9%	22.7%	77.3%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
TOTAL PROF FIELDS	11.8%	20.6%	79.4%	100.0%	1	1	5	6	16.7%	16.7%	83.3%	100.0%
GRAND TOTAL[5]	9.4%	20.0%	80.0%	100.0%	10	26	83	109	9.2%	23.9%	76.1%	100.0%

New Non-tenured Faculty, 1999-00 to 2002-03

- 3 departments hired 31% of all new UCSD minority non-tenured faculty. (ES = Social Sciences.)

HUMANITIES											
Psychology	12.5%	17.8%	82.2%	100.0%	0	0	2	2	0.0%	0.0%	100.0%	100.0%
Social Sciences	11.2%	20.5%	79.5%	100.0%	1	3	17	20	5.0%	15.0%	85.0%	100.0%
History	8.6%	14.4%	85.6%	100.0%	1	1	2	3	33.3%	33.3%	66.7%	100.0%
Letters	7.9%	13.5%	86.5%	100.0%	2	4	4	8	25.0%	50.0%	50.0%	100.0%
Foreign Lang & Lit	19.0%	25.1%	74.9%	100.0%	1	1	2	3	33.3%	33.3%	66.7%	100.0%
Fine Arts	6.6%	14.4%	85.6%	100.0%	0	0	5	5	0.0%	0.0%	100.0%	100.0%
Other Humanities[3]	8.4%	14.9%	85.1%	100.0%	2	2	5	7	28.6%	28.6%	71.4%	100.0%
TOTAL HUMANTIES	10.6%	17.4%	82.7%	100.0%	7	11	37	48	14.6%	22.9%	77.1%	100.0%
EDUCATION	18.3%	22.0%	78.0%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
PROFESSIONAL FIELDS											
Business & Management	10.2%	20.2%	79.9%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
Communications	12.0%	17.7%	82.3%	100.0%	1	1	5	6	16.7%	16.7%	83.3%	100.0%
Other Profess Fields[4]	13.9%	22.7%	77.3%	100.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
TOTAL PROF FIELDS	11.8%	20.6%	79.4%	100.0%	1	1	5	6	16.7%	16.7%	83.3%	100.0%

New Non-tenured Faculty, 1999-00 to 2002-03

- UCSD has hired a significantly lower % of minority non-tenured faculty than UC as a whole.

UCSD

GRAND TOTAL[§]				9.4%	20.0%	80.0%	100.0%		10	26	83	109	9.2%	23.9%	76.1%	100.0%

All UC

GRAND TOTAL[§]				9.4%	20.0%	80.0%	100.0%		98	300	768	1,068	9.2%	28.1%	71.9%	100.0%

# New Non-tenured Faculty, 1999-00 to 2002-03

- 8 of 16 areas with searches hired no underrepresented minority non-tenured faculty. 3 areas hired no minority faculty at all.

- 3 departments hired 31% of all new UCSD minority non-tenured faculty. (ES = Social Sciences.)

- UCSD has hired a significantly lower % of minority non-tenured faculty than UC as a whole.

- Percentages very similar to total non-tenured.

Conclusion: CRISIS

- Hiring trends for UCSD will make UCSD less diverse at a rate greater than UC as a whole.

- UCSD is consistently not utilizing the availability of minority scholars in a significant number of areas.

- If present trends continue, in many units the gap between availability pools and UCSD hires of underrepresented faculty will grow larger.

UCSD faculty hires - availability ratios
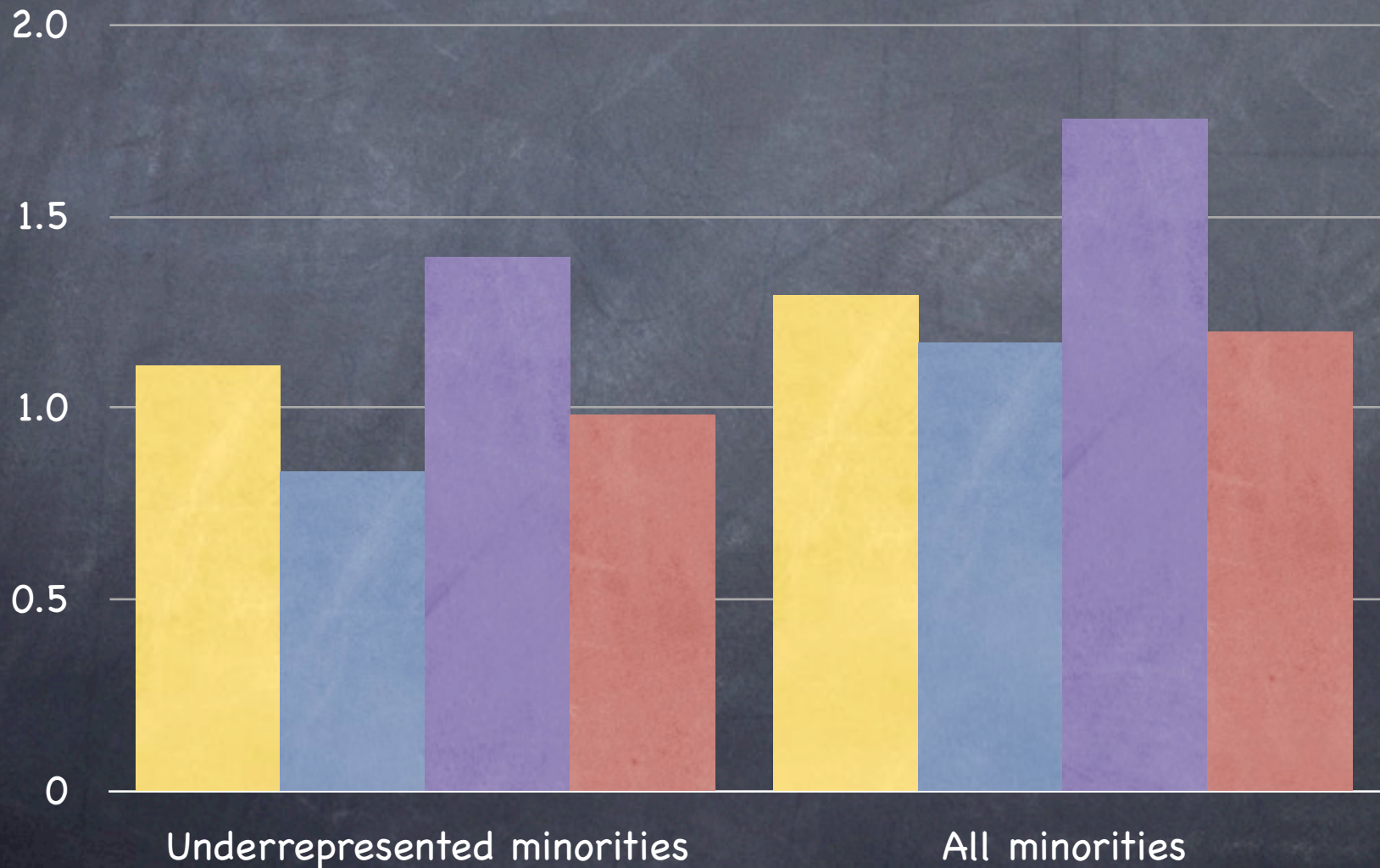
UCSD faculty hires - availability ratios without Comm., ES, and History
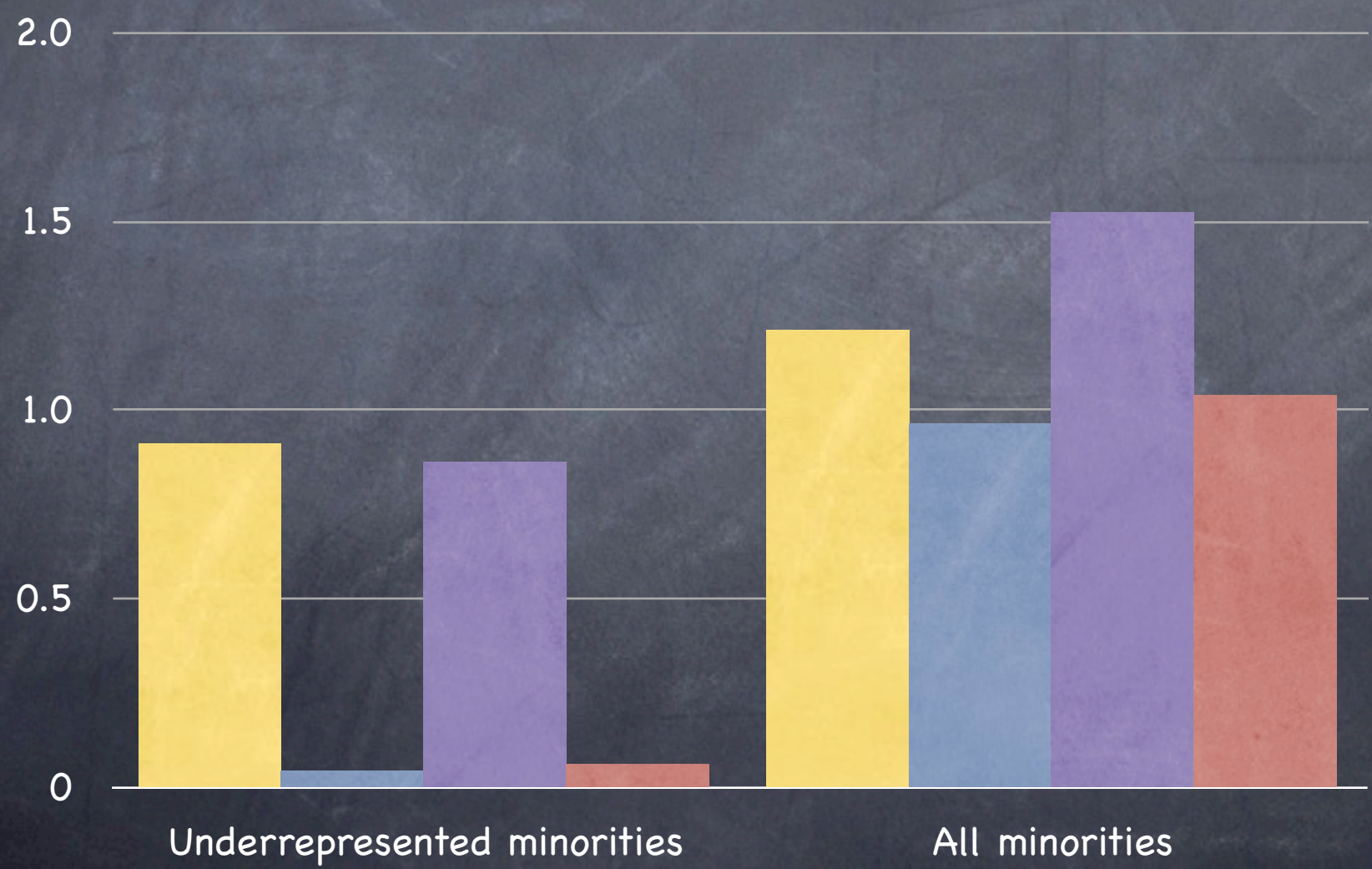
Discussion:

How do we change the trend?

- Ideas?

  - Campus-wide?

Discussion:

How do we change the trend?

- Ideas?

  - Department or program based?

Discussion:

How do we change the trend?

- Ideas?

  - Search committees?

Some ideas: Campus-wide

- Collect hiring plans related to diversity consistently and integrate them into CTC planning.

- Create real-time online tracking system for search process from applications through selection.

- Provide positive incentives (eg. hiring UC Presidents postdocs). Expansion? Graduate student support?

- Include commitment to diversity criteria in the appointment of Chairs and Deans.

- Strengthen Committee on Affirmative Action and Diversity (CAAD).

Some ideas: Department

- Engage consistently in discussing, including, and integrating hiring goals related to diversity in planning at departmental level.

- Provide historical (10 yr) departmental hiring information to every member of the faculty when searches are approved.

- Constitute search committees with hiring goals, including diversity plan, in mind.

Some ideas: Search cmte.

- Discuss departmental hiring history data as a part of the search committee hiring planning, and with campus affirmative action officer, prior to beginning the search.

- Charge search committee to: increase the depth and range of the pool; set selection criteria that encourage applications from underrepresented minorities.

- Train search committees about Proposition 209 as it relates to both preferences and discrimination (train chair, entire committee, affirmative action advocate?).