

Evaluating Contributions to Diversity for Appointment and Promotion (APM 210) Guidelines for Science and Engineering Departments

The University of California Academic Personnel Manual policy governing faculty appointment and advancement (APM 210) was amended effective July 2005 so that faculty contributions to diversity would receive recognition and reward in the academic personnel process. An excerpt from the policy states:

The University of California is committed to excellence and equity in every facet of its mission. Teaching, research, professional and public service contributions that promote diversity and equal opportunity are to be encouraged and given recognition in the evaluation of the candidate's qualifications. These contributions to diversity and equal opportunity can take a variety of forms including efforts to advance equitable access to education, public service that addresses the needs of California's diverse population, or research in a scholar's area of expertise that highlights inequalities. (APM 210-1-d)

In its 2006 report, "Beyond Bias and Barriers," the National Academy of Sciences stated that the United States must aggressively pursue the innovative capacity of all of its people – women and men, minority and non-minority – in order to maintain scientific and engineering leadership amid increasing economic and educational globalization. Removing the barriers that prevent full participation of all qualified people, including women, minorities, veterans and people with disabilities, in science and engineering fields is critical to developing a scientific workforce with the values, culture and perspectives to provide solutions to pressing local, state, national and international problems.

University policy states that a candidate's race or gender may not be considered in selection for student or faculty appointments. However, to attract excellent faculty who will contribute to the University's diversity imperative, search committees may give special consideration to the following in faculty appointments:

- candidates who have engaged in service to increase participation in science by groups under-represented in their field; for example:
 - participation as undergraduates, graduates, postdocs or faculty in academic preparation, outreach, tutoring or other programs designed to remove barriers facing women, domestic minorities, veterans and people with disabilities in science careers;
 - serving as an advisor to programs such as Women in Science and Engineering, SACNAS or other equivalent programs;
 - exceptional record mentoring students and junior faculty from groups under-represented in their field or historically underrepresented in higher education;

- candidate who have made a contribution to pedagogies addressing different learning styles; for example:
 - designing courses or curricula designed to meet the needs of educationally disadvantaged students;
 - developing effective teaching strategies for the educational advancement of students from groups underrepresented in their field;
- candidates who have an understanding of the barriers facing women and domestic minorities in science careers, as evidenced by life experiences and educational background;
- candidates who have significant experience teaching students who are under-represented in the sciences; for example:
 - teaching at a minority serving institution;
 - record of success advising women and minority graduate students;
 - experience teaching students with disabilities
- candidates who display drive and motivation to persist and succeed in science and engineering careers in spite of barriers in the field that disproportionately disadvantage them;
- candidates with the potential to bring to their research the creative critical discourse that comes from their non-traditional educational background or training;
- candidates who, in addition to their primary field of research, have made research contributions to understanding the barriers facing women and domestic minorities in science; for example:
 - studying patterns of participation of women science majors;
- candidates who have the communication skills and cross-cultural abilities to maximize effective collaboration with a diverse community of campus and external colleagues;
- candidates who have research interests in subjects that will contribute to diversity and equal opportunity in science and engineering fields; for example:
 - research that addresses issues such as race, gender, diversity and inclusion;
 - research that addresses health disparities;
 - research that addresses questions of interest to communities historically excluded by or underserved by science and engineering fields.