WELCOME

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she/her

Conversation with the Women's Faculty Association at UC Riverside, October 13, 2022

1

2

ABOUT THE ROLE OF
ASSOCIATE VICE PROVOST FOR FACULTY DEVELOPMENT

📍 First established on UCI campus in January 2019

👥 Working with Vice Provost for Academic Personnel in planning & supporting faculty-focused programs, evaluating outcomes, and reviewing/revising academic personnel policies and processes.

Available for personalized consultations related to faculty personnel review process, faculty support and development.

📚 Academic Personnel Liaison to Equity Advisors, Associate Deans for Faculty Development & Diversity, and End Racism Initiative Steering Committee

3

UCI Office of Academic Personnel

ENHANCED BY Google 🔍

POLICIES & PROCEDURES ▾   COMPENSATION & BENEFITS ▾   LISTS & FORMS ▾   AP SYSTEMS ▾   PROGRAMS & INITIATIVES ▾   RESOURCES ▾

🏠 > Resources > Faculty Development
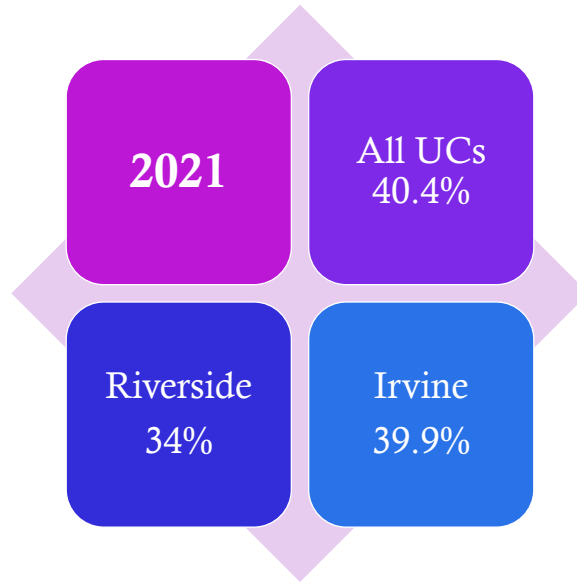
Faculty Development

UCI is commited to providing faculty with resources to facilitate their success and advancement. Faculty development activities are overseen by Associate Vice Provost Nina available for consultations. For any questions, please contact by email at nina.bandelj@uci.edu.

Open All | Close All

▸ Mentoring

▸ Leadership Development

▸ Inclusive Excellence

▸ Pedagogical Development

▸ Writing Communities

▸ Faculty Awards

▸ New Faculty

▸ Other Resources

4

WOMEN FACULTY ACROSS UC CAMPUSES
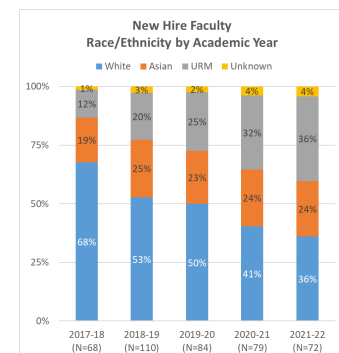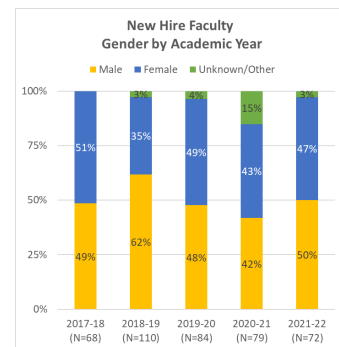
2021

All UCs 40.4%

Riverside 34%

Irvine 39.9%

https://www.universityofcalifornia.edu/about-us/information-center/uc-workforce-diversity

5

INCREASED DIVERSITY OF NEW FACULTY HIRES OVER LAST 5 YEARS AT UCI

- **Change in demographics of the new faculty cohort over the last 5 years:**
- URM faculty increased from 12% to 36%;
- Asian faculty increased from 19% to 24%;
- Close to gender parity in most recent years

- **Focused hiring programs have contributed to diversification of cohorts:**
- UCI Inclusive Excellence Supplement (20/72 new faculty in 2021-22)
- Presidential Postdoc Fellowship Program (11/72 new faculty in 2021-22)
- Black Thriving Hiring Initiative (instituted for coming year)

- **Programs to support hiring and retention of diverse faculty:**
- Equity advisors increased engagement with search processes
- UCOP Advancing Faculty Diversity grant sponsored initiatives
- Elevate Women for assistant/associate URM women faculty
- U See I Write research writing accountability communities, attended mostly by URM and women faculty

New Hire Faculty Gender by Academic Year
Male · Female · Unknown/Other

	2017-18 (N=68)	2018-19 (N=110)	2019-20 (N=84)	2020-21 (N=79)	2021-22 (N=72)
Unknown/Other		3%	4%	15%	3%
Female	51%	35%	49%	43%	47%
Male	49%	62%	48%	42%	50%

New Hire Faculty Race/Ethnicity by Academic Year
White · Asian · URM · Unknown

	2017-18 (N=68)	2018-19 (N=110)	2019-20 (N=84)	2020-21 (N=79)	2021-22 (N=72)
Unknown	1%	3%	2%	4%	4%
URM	12%	20%	25%	32%	36%
Asian	19%	25%	23%	24%	24%
White	68%	53%	50%	41%	36%

6

EXAMPLES OF UCI'S POLICIES/PROGRAMS

- **Guidance for Faculty on Preparing Personnel Files**
  - Guidance on research/scholarly activity statement; teaching statement; service activities statement, inclusive excellence statement - https://ap.uci.edu/faculty/guidance/
- **Parental Leave and Active Service Modified Duties** (ASMD) - https://ap.uci.edu/policies-procedures/app/7-42/
- **Salary Equity Study** https://ap.uci.edu/programs/payequity/
  - Annual analysis to track for potential gender/race/ethnicity disparities
  - Analysis of progression through the ranks

7

PROGRAMS TO MITIGATE THE IMPACT OF COVID ON FACULTY

- Compendium of Measures to Mitigate COVID Impact on Faculty - https://ap.uci.edu/wp-content/uploads/Compendium-Measures-of-Support-for-Faculty.pdf

- Highlights:
  - Merit reviews will follow Achievement Relative to Opportunity
  - COVID-STC and COVID-deferral of reviews
  - Retroactive pay for COVID-STC
  - Interim Covid Modified Duties Teaching Release program (for assistant rank faculty)
  - Interim Covid Research Recovery Program (ICRRP)
  - Continue annual data tracking on salary equity, progression through the ranks, COVID-STC, deferrals

8

SERVICE/WORKLOAD EQUITY

- Part of an UCOP AFD grant (PIs: Ilona Yim and Nina Bandelj)

- Conducted a presentation to all department chairs on service/workload equity-minded reform

- Curated resources (research studies and examples from other institutions)

https://drive.google.com/drive/folders/1SqPFHpE8MZxxR1eFVZuzMIQuvKeDvaWS?usp=sharing

9

Female Faculty: Beware the Non-Promotable Task

Mentoring, committee work, and other campus service disproportionately burden women.

https://www.chronicle.com/article/female-faculty-beware-the-non-promotable-task

10

NPTs =
NON-PROMOTABLE
TASKS

If everyone did their fair share of NPTs, faculty members would have equal opportunities for success, but right now, women handle a disproportionate share of those tasks. Research on the use of faculty time consistently shows that women spend more time on committees and on advising undergraduates than men do, and in turn have less time for research. Our research has found in a series of studies that women handle far more of this work. In fact, compared with men, women are 48 percent more likely to volunteer (when a volunteer is sought), 50 percent more likely to say yes when asked directly, and 44 percent more likely to be asked. Examining data from a large public university, we have found that women are more than twice as likely as men to agree to serve on a faculty-senate committee when asked. A survey revealed that faculty members identify this form of service as non-

11

FURTHER PROGRAM INFORMATION

- Interim COVID Research Recovery Program – https://ap.uci.edu/covid19/icrrp/
- Interim COVID Modified Duties Program - https://ap.uci.edu/icmd2020/
- Retroactive Pay for Stop-the-Clock - https://ap.uci.edu/covid19stcplan/
- Pay Equity and Progression Study - https://ap.uci.edu/programs/payequity/
- Inclusive Excellence Professors - https://ap.uci.edu/resources/facultydev/inclusiveexcellenceprofs/
- Equity Advisors - https://inclusion.uci.edu/advance/equity-advisors/
- U See I Write Accountability Groups - https://ap.uci.edu/resources/facultydev/useeiwrite/

12

FACULTY DEVELOPMENT PROGRAMS

- National Center for Faculty Development and Diversity (UCI is an institutional member) - https://www.facultydiversity.org/

- Provost Leadership Academy - https://provost.uci.edu/provost-initiatives/provosts-leadership-academy/

- UC WI Women's Initiative Professional Development Program - https://www.ucop.edu/human-resources/womens-initiative/

13

THANK YOU SO MUCH
FOR YOUR ATTENTION
& ALL YOUR
CONTRIBUTIONS TO
YOUR CAMPUS
COMMUNITY!

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14