

## UCSC Academic Affirmative Action Update Fall 2008

### Does UCSC still have an affirmative action program?

Yes. UCSC receives federal contract funding, therefore we are required to maintain an affirmative action program that meets federal guidelines. Under these guidelines, UCSC annually compares its faculty to estimates of the availability of candidates for appointment (based on statistics on the number of doctoral-level degrees granted in the U.S. by discipline). If we have fewer women or minority faculty than would be expected, given their availability, then we are required to conduct **vigorous, widespread outreach to reach and attract well-qualified applicants from those groups.**

After the application deadline closes, UCSC's policy is to evaluate all applicants fairly, without consideration of sex, race/ethnicity, or other prohibited group identity characteristics, taking care to ensure that all candidates are afforded equal employment opportunity.

UC Office of the President has posted guidelines in a question-and-answer format on the web at <http://www.ucop.edu/acadadv/fgsaa/affirmative.html>

### Why does UCSC still ask applicants to volunteer information on their sex and ethnicity?

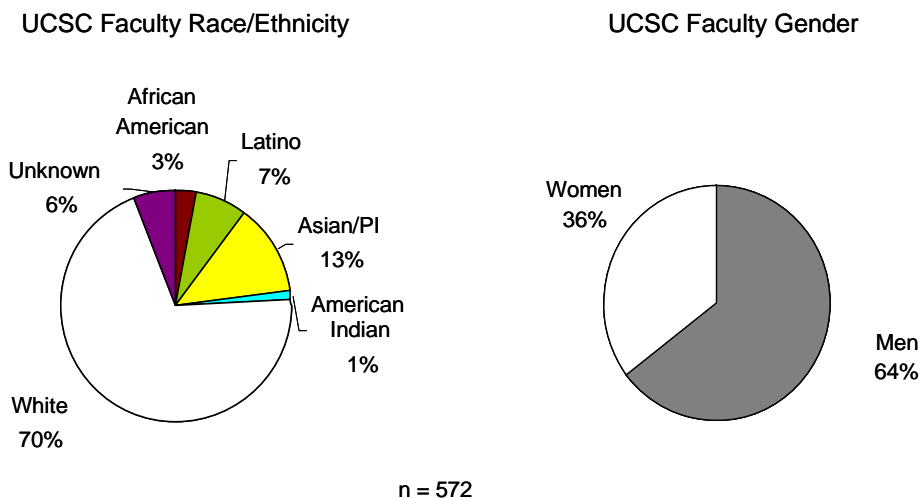
Under federal guidelines, we are required to collect data on the sex and race/ethnicity of all applicants. We collect this information by requesting each applicant fill out an applicant data form (either online or the "yellow cards") and return it to Academic Personnel Office, where it is recorded and maintained separately and confidentially. Individual applicant's data are not considered in any part of the selection process. Applicants may decline to state, with no effect on their candidacy.

This information is used by the deans to evaluate the overall composition of the applicant pool at each stage of the process (applicants, serious candidates, interviewees). From this information, the deans determine the adequacy of a department's outreach activities.

Annually, the EEO/AA Office evaluates applicant pools from the year's recruitments. If you receive questions from an applicant about the applicant data form, feel free to refer them to Mykell Discipulo at 459-2686 or [mkdiscip@ucsc.edu](mailto:mkdiscip@ucsc.edu).

### How diverse is the UCSC faculty?

As of July 1, 2008, UCSC's Ladder-Rank faculty was over one-third women (of all ethnicities) and one-quarter ethnic minorities (men and women combined).



The latest systemwide statistics available indicated that UCSC's faculty has the fourth largest proportion of minority faculty of all UC campuses (behind Merced, Riverside and Irvine), and is among the top campuses with respect to its representation of women.

Departments should feel free to inform potential candidates about our diversity on campus, since interviews of newly-hired faculty indicate that faculty and student diversity are important considerations for many candidates.