

**UCSD Health Sciences
FACULTY EQUITY ACTION PLAN**

CHRONOLOGY: GROUPS & REPORT DATES

- Campus Gender Equity Task Force (2001)
- Health Sciences Gender Equity Task Force (2002)
- Health Sciences Gender Equity Action Plan Committee (2003)
- Campus Underrepresented Faculty Task Force (2004)
- Health Sciences Faculty Equity Action Plan Committee (2004)

HEALTH SCIENCES FACULTY EQUITY ACTION PLAN COMMITTEE

- David N. Bailey, Chair
- Kim Barrett
- Leslie Franz
- Andrew Ries
- Deborah Wingard
- To be expanded in 2004-05 to include more underrepresented faculty

COMMITTEE GOALS

- Develop a workable, non-onerous action plan to address the issues identified by the Health Sciences Gender Equity Task Force with expansion of scope to address issues of faculty equity overall
- Create a mechanism to monitor implementation of the action plan on an ongoing basis

PRIMARY AREAS OF INEQUITY TO BE ADDRESSED

- Recruitment
- Compensation
- Retention/Climate

HEALTH SCIENCES FACULTY TO CONTACT IF YOU HAVE QUESTIONS

- Kim Barrett, 858/543-3726 or kbarrett@ucsd.edu
- Deborah Wingard, 858/534-0518 or dwingard@ucsd.edu
- David N. Bailey, 858/822-5577 or dnbailey@ucsd.edu

***Website posting: <http://facultycouncil.ucsd.edu/links.shtml>
Listed under Faculty Equity Action Plan***

HEALTH SCIENCES FACULTY EQUITY ACTION PLAN

RECRUITMENT

SEARCH COMMITTEES

- “Recruitment selection” report, prepared by the chair of the search committee, will be reviewed by the Dean’s Office:
 - Before candidates are invited to interview in order to assure that the applicant list approximates the availability pool of candidates (Ries, Bailey)
 - Before a job offer is made to compare the list of “seriously considered” candidates (“short list”) with the applicant pool overall (Holmes, Dixon, Ries)
- Composition of departmental search committees should demonstrably reflect the diversity of the faculty overall:
 - In order to achieve this goal it may be necessary to add faculty from other disciplines (Ries)
 - When the committee lacks sufficient diversity, the department will be contacted by Academic Affairs (Ries)
- Enhanced networking and outreach:
 - Departments will be encouraged to post job opportunities on the department websites as an additional recruitment outreach effort (Ries)
 - Sources of applicant availability data by specialty will be enhanced (Ries, Welch, Barrett, Wingard)
 - A method for improving identification of underrepresented faculty candidates will be developed (Faculty Equity Committee)

APPOINTMENT TO SERIES

- For individuals who appear to be qualified for an Academic Senate appointment but who are instead proposed for a non-Academic Senate appointment, Academic Affairs will ask the department chair to explain the reason. Academic Senate appointments will be contingent upon availability of funds. An annual report of such cases will be presented to the Health Sciences Executive Committee (Ries)
- Effective with AY 2004-05, department chair reviews will include effectiveness of the chair in increasing the representation of women and other underrepresented faculty in all academic series with special focus on the ladder-rank series (Holmes, Bailey)

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COMPENSATION

SALARY NEGOTIATIONS

- Effective in fall 2004, an annual review of faculty salaries using a multivariate analysis will be performed in order to identify any faculty who are compensated significantly less than predicted by their level of experience, rank, series, and department (Jackiewicz, Espiritu, McCubbins)
- Department chairs will be asked to rectify any discrepancies on an annual basis or to provide a written explanation for the apparent inequity (Jackiewicz, Holmes)
- During the faculty salary negotiation process the department chair/division head shall indicate to the faculty member the average salary as well as the AAMC percentile for the discipline and its various academic ranks (Holmes, Jackiewicz)

START-UP PACKAGES

- Department faculty appointment proposal letters will follow a template provided by the Dean's Office. These letters, which will be reviewed by the Dean's office within 24-48 hours of receipt, will include a breakdown of salary support by revenue source (Jackiewicz, Bailey, Holmes)
- At the time of approval of the department chair appointment proposal letter, the start-up package, academic rank/step, and salary offer will be reviewed by the Dean's Office to assure equity. (Holmes, Bailey, Jackiewicz, Espiritu)

ACADEMIC RANK AND STEP

- Faculty will be reminded by letter and in the initial orientation workshop of their right to request a review of their rank and step once at the associate rank and once at the full professor rank to assure correct calibration (Ries)
- If an academic file appears to warrant accelerated advancement but such has not been proposed, Academic Affairs will contact the department chair to discuss the issue (Ries)

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RETENTION/CLIMATE

CLIMATE ASSESSMENT

- A climate survey will be conducted anonymously in Fall 2004 with emphasis upon career development (Holmes, Barrett, Wingard)
- A standardized exit interview will be conducted for all faculty who separate from UCSD Health Sciences. Data will be analyzed periodically and presented to the Health Sciences Executive Committee and Faculty Council (Ries)

CHILDBEARING/CHILDREARING LEAVE POLICIES

- Health Sciences-specific childbearing and childrearing leave policies will be developed, with the input of department chairs and Faculty Council, and will be posted on the Faculty Council website (Ries)

MENTORING

- Evaluate possible expansion of NCLAM to additional junior faculty (Wingard)
- Evaluate possible mentoring needs of mid-level faculty (Wingard)

TEACHING AND CLINICAL ACTIVITIES

- Faculty Council has been asked to develop a process for analyzing across all academic series the relative contributions of men and women faculty to the educational and clinical missions of Health Sciences to assure equity in time spent in these missions (Barrett)

SERVICE

- Faculty Council Nominating Committee and Medical Staff Executive Committee will make a concerted effort to nominate individuals for committee chairships such that the diversity of the committee chairs reflects the diversity of the faculty overall (Bailey)

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ADMINISTRATIVE ISSUES

ACADEMIC AFFAIRS DATABASE

- The Health Sciences Academic Affairs database will be upgraded to permit comprehensive analysis of trends of faculty separations (Ries, Masys)
- The database will also be upgraded to permit tracking of faculty salaries from start date to current date (Ries, Masys)

ETHNIC DIVERSITY ENHANCEMENT

- The original Gender-Equity Action Plan will be broadened to cover all faculty, and the committee will be enlarged to enhance its diversity. It has been renamed the Faculty Equity Committee (Holmes, Bailey)

FOLLOWUP/MONITORING OF ACTION PLAN

- The Action Plan Committee will meet at least quarterly (Bailey)
- The full Health Sciences Faculty Equity Task Force (original Gender-Equity Task Force) will be reconvened in Spring 2005 to review progress on the action plan (Barrett, Wingard)
- David Bailey has agreed to be the individual responsible for monitoring Health Sciences Faculty Equity Issues (Bailey)

COMMUNICATION STRATEGY

- The Faculty Equity Action Plan will be formulated into a PowerPoint presentation for the Health Sciences Executive Committee, the Faculty Council, and a general faculty meeting. Following suggested revisions it will be posted on the Faculty Council website (Bailey)