

November 16, 2022

LORI KLETZER

Campus Provost and Executive Vice Chancellor

**RE: Contributions to Diversity Statement Requirement in Senate Faculty Searches**

Dear Lori,

The Academic Senate reviewed your proposal to continue the requirement for contribution to diversity, equity, and inclusion statements in all applications for Senate faculty positions, and to make the requirement an ongoing part of campus policy. Our committees on Affirmative Action and Diversity (CAAD), Academic Personnel (CAP), Faculty Welfare (CFW), and Planning and Budget (CPB) have responded. We understand that your proposal is intended to be consistent with recommendations for the Use of Contributions to Diversity, Equity, and Inclusion (DEI) Statements for Academic Positions at the University of California authored by the UC Committee on Affirmative Action, Diversity, and Equity (UCAADE) and the Systemwide Equal Employment/Affirmative Action Administrators Group (EO/AA). Overall, the Senate is in favor of continuing the requirement for DEI statements in Senate faculty searches. Our responding committees each raised concerns and/or made recommendations to improve the implementation of this policy.

The committees raised concerns about the current rubric being used to assess DEI statements, inconsistencies in the way that the requirement is being implemented across departments, and the lack of administrative support, guidance, training, and tools for implementation. Additional concerns were raised about the potential of the requirement to privilege some candidates who have perhaps been coached on the language of diversity statements over others who had less access to such training, particularly international applicants.

The committees recommend continued support for the Faculty Equity Advocates (FEA) Program as FEAs conduct Fair Hiring training, help to clarify DEI rubrics, and ensure that faculty search committee members have the necessary tools for evaluation. In recognition that hiring a diverse pool of candidates does not guarantee the ability to retain them, CPB recommends that you continue to support and increase activities related to faculty retention. Further, we request thorough and robust analysis of the connection between the campus DEI statement requirement, the practice of its utilization, and actual improvements in the diversity of serious applicant pools and hires. There was also a request for more qualitative data in order to better understand what is working with the process (and what is not) in order to make appropriate improvements. The results of such analysis should be shared broadly with departments and programs.

Although the Academic Senate supports the continuation of this requirement, we are concerned that the requirement may be preceding the support and tools required for proper implementation.

We encourage you to continue to devote resources, support, and analysis to ensure that the new requirement benefits our campus as intended.

We are grateful for your efforts towards greater diversity, equity, inclusion, and belonging at UCSC. We are glad to serve as your partners in this.

Sincerely,

A handwritten signature in black ink that reads "P. Gallagher". The signature is written in a cursive style with a long horizontal flourish extending to the right.

Patty Gallagher, Chair  
Academic Senate

Enc: CommitteeResponsesBundle\_DEIStatementReqFacultySearches

cc: Herbert Lee, Vice Provost, Academic Affairs  
Grace McClintock, Assistant Vice Provost for Academic Personnel  
Kirsten Silva Gruesz, Chair, Committee on Affirmative Action and Diversity  
Stefano Profumo, Chair, Committee on Academic Personnel  
Alexander Sher, Chair, Committee on Faculty Research  
Dard Neuman, Chair, Committee on Planning and Budget  
Matthew Mednick, Executive Director, Academic Senate

November 7, 2022

Patty Gallagher, Chair  
Academic Senate, Santa Cruz Division

**Re: CP/EVC's Contribution to Diversity Statements in Senate Faculty Searches**

Dear Patty,

The Committee on Affirmative Action and Diversity (CAAD) has reviewed the proposal from CP/EVC Kletzer to extend the Contribution to Diversity Statement Requirement for Senate Faculty Searches. CAAD has discussed the institution of requirements for Diversity, Equity and Inclusion (DEI) statements in all faculty searches, and concurs with the EVC that this is a positive change in the direction of increasing the gender and ethnic/racial diversity of our faculty.

The committee is concerned, however, that current rubrics for assessing DEI statements are insufficient. During the committee's consultation with the Advancing Faculty Diversity workgroup at the end of its two-year planning period, we discussed the persistent problems with this rubric. Many faculty have raised concerns about the quality of the rubric in ensuring fairness and consistency: does it grant outsized importance to writing skills and to cultural capital in the form of coaching, as opposed to a candidate's actual commitment to and knowledge of issues of equity and diversity? CAAD members noted that the rubric does not address ways of understanding equity through disability, and that a numerical rubric is not used to evaluate other parts of a job application at UC Santa Cruz.

We agree with the Committee on Planning and Budget (CPB) that administrative support for improving tools and training for search committee members, and also for applicants to communicate their knowledge and experiences, are critical for the success of this policy. The emphasis on the DEI statement should be very clear to applicants, and search committees may need help framing these requirements in their job ads. If ongoing support is not provided, the policy could inadvertently disadvantage some applicants more than others, particularly international applicants.

Another concern is that there seem to be inconsistencies in the way the requirement is implemented across departments. Some search committees evaluated contributions to diversity in the context of research and teaching statements, while others were required to examine only diversity statements in the first round. In the latter case, search committees might waste time reading diversity statements from applicants who do not meet minimum qualifications for the job. Leadership from the newly appointed Faculty Equity Advisors, and/or Associate Deans charged with improving the diversity climate on campus, could provide clarification to departments about these apparent inconsistencies.

In sum, although CAAD supports the continuation of this requirement, we are concerned that the requirement is preceding the support, and ask that resources and leadership continue to be dedicated to ensuring the new requirement has its intended consequences.

Sincerely,

A handwritten signature in black ink, appearing to read "Kirsten Silva Gruesz". The signature is fluid and cursive, with a large, sweeping flourish at the end.

Kirsten Silva Gruesz, Chair  
Committee on Affirmative Action and Diversity

cc: Stefano Profumo, Chair, Committee on Academic Personnel  
Dard Neuman, Chair, Committee on Planning and Budget  
Alexander Sher, Chair, Committee on Faculty Welfare

November 3, 2022

Patty Gallagher, Chair  
Academic Senate

**Re: Contributions to Diversity Statement Requirement in Senate Faculty Searches**

Dear Patty,

During its meeting of October 13, 2022, the Committee on Academic Personnel (CAP) considered CP/EVC Kletzer's proposal to continue the requirement for all applications for Senate faculty positions at UCSC to include a statement of contributions to diversity, equity, and inclusion (DEI). CAP notes that the recommendation is intended to be consistent with recommendations for the Use of Contributions to Diversity, Equity, and Inclusion (DEI) Statements for Academic Positions at the University of California authored by the UC Committee on Affirmative Action, Diversity, and Equity (UCAADE) and the Systemwide Equal Employment/Affirmative Action Administrators Group (EO/AA). CAP is in favor of requiring DEI statements in searches. However, members raised concerns about the lack of guidelines for assessment of DEI contributions in both searches and personnel review.

Members agree that there appears to be a mismatch between this proposal and DEI in personnel review. Within personnel review, DEI is considered within the three areas of teaching, research, and service. There is no mechanism for evaluating DEI separately, yet within this process of requiring DEI statements in Senate searches, DEI appears to be the guiding principle. Members questioned whether guidance is provided to applicants as to what search committees and our campus are looking for in a DEI statement, and what rubric of evaluation will be used. One member shared that [guidance](#)<sup>1</sup> may often be found in the job posting. It would be helpful if this information were shared in the request for feedback. Members agree that guidance should be provided, and note that more work must be done to improve the guidance provided to candidates and search committees to evaluate DEI in personnel review.

The CP/EVC's letter alludes to using DEI statements as a prescreening tool, but does not mandate it. Some CAP members questioned the practice of pre-screening bases on DEI statements alone. CAP acknowledges that some applicants may have received coaching from their alma mater on drafting DEI statements, and some may not, possibly sourcing additional inequity issues. Some members raised concerns that applicants with training may be drafting boilerplate statements in order to "play the game," which may raise issues if DEI statements are used as a prescreening tool separately from the overall application package. Other members argued that regardless of training, all Senate applicants should be able to articulate a vision for DEI.

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<sup>1</sup> UCSC Starting Rubric to Assess Candidate Contributions to Diversity, Equity, and Inclusion  
<https://apo.ucsc.edu/docs/ucsc-rubrics-c2deistatements.pdf>

Overall, CAP is in favor of the continuation of the requirement of DEI statements in Senate faculty searches as the process reflects our campus values. However, more guidance is needed in terms of how to evaluate DEI in both faculty searches and personnel review.

Sincerely,

A handwritten signature in black ink, appearing to read "Stefano Profumo". The signature is written in a cursive style with a large, prominent initial 'S'.

Stefano Profumo, Chair  
Committee on Academic Personnel

cc: Kirsten Silva Gruesz, Chair, Committee on Affirmative Action and Diversity  
Alexander Sher, Chair, Committee on Faculty Welfare  
Dard Neuman, Chair, Committee on Planning and Budget

November 10, 2022

Patty Gallagher, Chair  
Academic Senate

**Re: Divisional Review – Contributions to Diversity Statement Requirement in Senate Faculty Searches**

Dear Patty,

During its meeting of October 6, 2022, the Committee on Faculty Welfare (CFW) considered CP/EVC Kletzer's proposal to continue the requirement for all applications for Senate faculty positions at UCSC to include a statement of contributions to diversity, equity, and inclusion (DEI). CFW supports the continuation of the current statement requirement, and appreciates the rubric for searches that was introduced in 2019-20 with the understanding that the exact practice should be left to the purview of each department or program. Members did note that it would have been nice to have seen the data that shows the effect of this selection process on the diversity of the pool, interviewees, and hires. If departments were provided with data to show that this process works well, chairs may be more open to trying it. CFW would like to see a more thorough analysis of the possible connection between the DEI statement requirement, the practice of its utilization, and actual improvements in the diversity of serious applicant pools and hires. We thus recommend that the results of such analysis be shared broadly with department and programs in order to assist them in determining how best to conduct their searches.

Thank you for the opportunity to provide feedback.

Sincerely,



Alexander Sher, Chair  
Committee on Faculty Welfare

cc: Kirsten Silva Gruesz, Chair, Committee on Affirmative Action and Diversity  
Stefano Profumo, Chair, Committee on Academic Personnel  
Dard Neuman, Chair, Committee on Planning and Budget

October 24, 2022

Patty Gallaher, Chair  
Academic Senate

**RE: Contributions to Diversity Statements in Senate Faculty Searches**

Dear Patty,

At its meeting of October 6, 2022, the Committee on Planning and Budget (CPB) discussed the proposal from CP/EVC Kletzer to extend the Contribution to Diversity Statement Requirement for Senate Faculty Searches. The committee unanimously supports continuing the practice of requiring diversity statements. The hiring statistics, though limited in scope, suggest that the use of such statements has shifted for the better in diversifying the pool of successful candidates.

That said, some members also raised concerns about using diversity statements as the first filter in searches. It is quite possible that the current legibility of diversity statements privileges U.S. job candidates (as opposed to international candidates) as well as those from elite institutions (with more coaching about the language of diversity statements). To be clear, we support the extension of this practice, but we consider that these and other practices are part of a dynamic process by which we can make good on our collective mission. To ensure success we recommend clearer tools for assessing the success of our practices:

- Continue Support for the Faculty Equity Advocates Program: Given that the current faculty needs to sharpen its expertise in evaluating diversity statements, we suggest that the CP/EVC continue the campus' commitment to the recently launched Faculty Equity Advocates program. Because the FEAs conduct the Fair Hiring training, maintaining the program will help clarify diversity, equity, and inclusion (DEI) rubrics and ensure that faculty search committee members have the tools necessary to effectively evaluate contributions to diversity, equity and inclusion.
- Support and Increase Activities Related to Faculty Retention: We applaud the commitment to improving hiring practices with respect to DEI principles. We want to emphasize, however, that hiring a diverse pool of candidates does not guarantee the ability to retain faculty. In addition to planning for hiring, we encourage the administration to support the programs and activities with the goal of retaining faculty from underrepresented groups.
- Qualitative data: The committee felt that the survey was not an adequate tool in itself to get feedback. There can and should be additional ways of getting feedback from faculty to understand what is working and not working in this process so as to provide necessary adjustments along the way. If those data already exist, it would be good to provide a more robust analysis of the campus' efforts—and its results—to date.

CPB appreciates the opportunity to review this proposal. We concur that requiring diversity statements should become an ongoing practice of campus hiring.

Sincerely,



Dard Neuman, Chair  
Committee on Planning and Budget



cc: CAAD Chair Silva Gruesz  
CAP Chair Profumo  
CFW Chair Sher