FACULTY EQUITY ACTION PLAN

UCSD Health Sciences
Faculty Equity Action Plan Committee
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 GENDER EQUITY
ACTION PLAN COMMITTEE

- David N. Bailey, Chair
- Kim E. Barrett
- Leslie Franz
- Andrew Ries
- Deborah Wingard
As the committee performed its work, it became obvious that solutions proposed for achieving gender equity were also applicable for faculty equity overall.

Committee renamed itself the “Health Sciences Faculty Equity Action Plan Committee”

Committee to be expanded in 2004-05 to include more underrepresented faculty.
Health Sciences Gender Equity Task Force identified disparities in the following areas:

- Recruitment
- Compensation
- Retention/climate

HEALTH SCIENCES FACULTY DISPARITIES
HEALTH SCIENCES FACULTY EQUITY ACTION PLAN COMMITTEE

COMMITTEE GOALS

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

Search Committees
- Enhanced networking and outreach
- Composition of search committees
- Review of applicant pool & short list prior to interviews

Appointment to Series
- Academic senate versus non-senate appointments
- Effectiveness of department chairs
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COMPENSATION

Salary negotiations

- Annual identification of undercompensated faculty
- Rectify or explain disparities
- Provide average salary & percentile for department/division to faculty during salary negotiations
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ACTION PLAN

COMPENSATION (con’t)

Start-up packages
- Template for Chair’s proposal letter
- Dean’s office review prior to offer

Academic rank and step
- Notification of right to calibration review
- Review for “missed” accelerations by Dean’s office
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RETENTION/CLIMATE

Climate assessment
- Survey Fall 2004
- Exit interviews

Childbearing/rearing leave
- Develop & distribute policies

Mentoring
- NCLAM enhancement for junior faculty
- Evaluate mid-level faculty needs
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RETENTION/CLIMATE (con’t)

Teaching & clinical activities

- Faculty Council to develop process of assessing equity in time spent on these missions

Service

- Faculty Council Nominating Committee & Medical Staff Executive Committee to promote/monitor equity in membership & chairs
HEALTH SCIENCES FACULTY EQUITY ACTION PLAN

SUMMARY OF OVERALL GOALS

Improve Faculty Equity in following areas:
• Recruitment
• Compensation
• Retention/ climate