# UCLA OFFICE OF EQUITY, DIVERSITY \& INCLUSION 

Evaluation of Senate Faculty Recruitment and Hiring

# UCLA Office of Equity, Diversity \& Inclusion <br> Senate Faculty Recruitment and Hiring Analyses 

## Overview

This report describes findings from an Office of Equity, Diversity \& Inclusion (OEDI) evaluation of the Senate faculty hiring process across campus and health science schools/divisions. The gender and racial/ethnic (collapsed to URGstatus ${ }^{1}$ ) composition of applicant pools, shortlists, and hires were examined for diversity in representation and equity in advancement. School/division-level evaluations are based on 8 years of data, using the following two Metrics:

## Evaluation Framework

Metric 1: Actual vs. Expected Representation in Applicant Pools
The actual gender and racial/ethnic composition of applicants was compared to the expected gender and racial/ethnic composition of applicants, based on national availability estimates.

Metric 2: Actual Representation in Applicant and Hire Pools
The gender and racial/ethnic composition of applicant pools were compared to the race/ethnicity of hired candidates, assessing for approximately equal proportions of applicants and hires.

## Inclusion Criteria

To be included in this report, recruitments must meet the below criteria. The last page of school/division-specific reports provide a list of included recruitments by department, academic year, and recruitment number (JPF) assigned by UCLA Academic Recruit.

1) A recruitment must result in a Senate faculty hire between 2014-15 and present (August 2021).
2) A recruitment must be entered into the UCLA Academic Recruit system.
3) A recruitment must have 5 or more applicants.
4) The individual(s) hired must be added to the UCLA payroll system.

## Report Layout

The next 4 pages are intended as a high-level summary of how all of the evaluated schools/divisions performed on each metric. The remainder of the report contains school/division-specific analyses. The Table of Contents contains hyperlinks so that the reader can jump to school/division pages with minimal scrolling.

[^0]
## Summary of Findings Across All Schools/Divisions

## Metric 1: Actual vs. Expected Female Applicants

The gender composition of actual applicant pools was compared to the expected gender composition of applicant pools, based on national availability estimates. Only School of Law had a higher percentage of female applicants than expected.

|  | Actual | Expected | Difference |
| :--- | :---: | :---: | :---: |
| School of Law | 39.7 | 37.2 | +2.5 |
| Luskin School of Public Affairs | 49.8 | 51.4 | -1.6 |
| Graduate School of Education and Information Studies | 63.7 | 67.1 | -3.4 |
| Anderson Graduate School of Management | 33.1 | 37.0 | -3.9 |
| School of Nursing | 88.9 | 93.5 | -4.6 |
| School of the Arts \& Architecture | 49.4 | 54.2 | -4.8 |
| David Geffen School of Medicine | 33.3 | 39.4 | -6.1 |
| Henry Samueli School of Engineering \& Applied Science | 17.1 | 23.9 | -6.8 |
| Division of Social Sciences | 39.9 | 48.7 | -8.8 |
| Herb Alpert School of Music | 34.3 | 44.3 | -10.0 |
| School of Dentistry | 28.4 | 39.4 | -11.0 |
| Division of Humanities | 47.0 | 60.0 | -13.0 |
| School of Theater, Film and Television | 41.8 | 55.0 | -13.2 |
| Fielding School of Public Health | 51.3 | 66.1 | -14.8 |
| Division of Life Sciences | 40.4 | 55.2 | -14.8 |
| Division of Physical Sciences | 21.5 | 37.9 | -16.4 |

## Metric 1: Actual vs. Expected URG Applicants

The racial/ethnic composition of actual applicant pools was compared to the expected racial/ethnic composition of applicant pools, based on national availability estimates. Units highlighted in blue have, overall, higher than expected representation of URGs in applicant pools.

|  | Actual | Expected | Difference |
| :--- | :---: | :---: | :---: |
| Herb Alpert School of Music | 16.1 | 8.1 | +8.0 |
| School of Nursing | 19.5 | 13.2 | +6.3 |
| Graduate School of Education and Information Studies | 26.4 | 20.9 | +5.5 |
| Luskin School of Public Affairs | 21.9 | 17.4 | +4.5 |
| School of Law | 17.7 | 14.1 | +3.6 |
| Division of Social Sciences | 18,7 | 15.5 | +3.2 |
| School of Theater, Film and Television | 14.6 | 11.4 | +3.2 |
| Fielding School of Public Health | 19.0 | 16.9 | +2.1 |
| School of the Arts \& Architecture | 17.4 | 16.9 | +0.5 |
| Division of Humanities | 12.7 | 12.7 | 0.0 |
| Division of Life Sciences | 12.8 | 13.0 | -0.2 |
| School of Dentistry | 11.7 | 13.1 | -1.4 |
| David Geffen School of Medicine | 8.2 | 9.8 | -1.6 |
| Anderson Graduate School of Management | 10.1 | 12.4 | -2.3 |
| Division of Physical Sciences | 6.9 | 10.6 | -3.7 |
| Henry Samueli School of Engineering \& Applied Science | 5.9 | 9.8 | -3.9 |

## Metric 2: Female Applicant Pool Composition and Hire Demographics

The gender composition of applicant pools was compared to the gender of hired candidates. Units highlighted in blue have, overall, higher rates of female hires than expected based on the gender composition of applicant pools.

|  | Applicants | Hires | Difference |
| :--- | :---: | :---: | :---: |
| School of Theater, Film and Television | 41.8 | 66.7 | +24.9 |
| Herb Alpert School of Music | 34.3 | 50.0 | +15.7 |
| Luskin School of Public Affairs | 49.8 | 65.2 | +15.4 |
| School of the Arts \& Architecture | 49.4 | 62.5 | +13.1 |
| Division of Life Sciences | 40.4 | 52.3 | +11.9 |
| School of Law | 39.7 | 46.7 | +7.0 |
| Graduate School of Education and Information Studies | 63.7 | 70.6 | +6.9 |
| David Geffen School of Medicine | 33.3 | 39.8 | +6.5 |
| School of Nursing | 88.9 | 92.9 | +4.0 |
| Division of Humanities | 47.0 | 50.0 | +3.0 |
| Division of Social Sciences | 39.9 | 42.3 | +2.4 |
| Anderson Graduate School of Management | 33.1 | 35.3 | +2.2 |
| Henry Samueli School of Engineering \& Applied Science | 17.1 | 18.8 | +1.7 |
| Division of Physical Sciences | 21.5 | 20.8 | +0.7 |
| Fielding School of Public Health | 51.3 | 50.0 | +1.3 |
| School of Dentistry | 28.4 | 20.0 | +8.4 |

## Metric 2: URG Applicant Pool Composition and Hire Demographics

The racial/ethnic composition of applicant pools was compared to the race/ethnicity of hired candidates. Units highlighted in blue have, overall, higher rates of URG hires than expected based on the racial/ethnic composition of applicant pools.

|  | Applicants | Hires | Difference |
| :--- | :---: | :---: | :---: |
| Herb Alpert School of Music | 16.1 | 45.5 | +29.4 |
| School of Theater, Film and Television | 14.6 | 27.8 | +13.2 |
| Graduate School of Education and Information Studies | 26.4 | 37.5 | +11.1 |
| Division of Social Sciences | 18.7 | 29.3 | +10.6 |
| School of Law | 17.7 | 26.7 | +9.0 |
| Division of Physical Sciences | 6.9 | 12.8 | +6.9 |
| Division of Life Sciences | 12.8 | 19.0 | +6.2 |
| Anderson Graduate School of Management | 10.1 | 15.2 | +5.1 |
| Division of Humanities | 12.7 | 16.7 | +4.0 |
| Luskin School of Public Affairs | 21.9 | 23.8 | +1.9 |
| School of Nursing | 19.5 | 21.4 | +1.9 |
| David Geffen School of Medicine | 8.2 | 8.1 | -0.1 |
| Henry Samueli School of Engineering \& Applied Science | 5.9 | 5.1 | -0.8 |
| Fielding School of Public Health | 19.0 | 13.0 | -6.0 |
| School of the Arts \& Architecture | 17.4 | 11.1 | -6.3 |
| School of Dentistry | 11.7 | 0.0 | -11.7 |

## Table of Contents

Anderson Graduate School of Management. ..... pp. 8-12
Summary of Findings
Metric 1: Actual vs. Expected Applicant Pool Composition
Metric 2: Applicant Pool Composition and Hire Demographics
List of Included Recruitments
David Geffen School of Medicine ..... pp. 13-18
Summary of Findings
Metric 1: Actual vs. Expected Applicant Pool Composition
Metric 2: Applicant Pool Composition and Hire Demographics
List of Included Recruitments
Fielding School of Public Health. ..... pp. 19-23
Summary of Findings
Metric 1: Actual vs. Expected Applicant Pool Composition
Metric 2: Applicant Pool Composition and Hire Demographics
List of Included Recruitments
Graduate School of Education and Information Studies ..... pp. 24-28
Summary of Findings
Metric 1: Actual vs. Expected Applicant Pool Composition
Metric 2: Applicant Pool Composition and Hire Demographics
List of Included Recruitments
Henry Samueli School of Engineering \& Applied Science ..... pp. 29-34
Summary of Findings
Metric 1: Actual vs. Expected Applicant Pool Composition
Metric 2: Applicant Pool Composition and Hire Demographics
List of Included Recruitments
Herb Alpert School of Musicpp. 35-39
Summary of Findings
Metric 1: Actual vs. Expected Applicant Pool Composition
Metric 2: Applicant Pool Composition and Hire Demographics
List of Included Recruitments
Letters \& Science: Division of Humanities. ..... pp. 40-45
Summary of Findings
Metric 1: Actual vs. Expected Applicant Pool Composition
Metric 2: Applicant Pool Composition and Hire Demographics
List of Included Recruitments
Letters \& Science: Division of Life Sciences. ..... pp. 46-51
Summary of Findings
Metric 1: Actual vs. Expected Applicant Pool Composition
Metric 2: Applicant Pool Composition and Hire Demographics
List of Included RecruitmentsLetters \& Science: Division of Physical Sciences.pp. 52-57
Summary of Findings
Metric 1: Actual vs. Expected Applicant Pool Composition
Metric 2: Applicant Pool Composition and Hire Demographics
List of Included Recruitments
Letters \& Science: Division of Social Sciences ..... pp. 58-63
Summary of Findings
Metric 1: Actual vs. Expected Applicant Pool Composition
Metric 2: Applicant Pool Composition and Hire Demographics
List of Included Recruitments
Luskin School of Public Affairs. ..... pp. 64-68
Summary of Findings
Metric 1: Actual vs. Expected Applicant Pool Composition
Metric 2: Applicant Pool Composition and Hire Demographics
List of Included Recruitments
School of Dentistry. ..... pp. 69-73
Summary of Findings
Metric 1: Actual vs. Expected Applicant Pool Composition
Metric 2: Applicant Pool Composition and Hire Demographics
List of Included Recruitments
School of Law ..... pp. 74-78
Summary of Findings
Metric 1: Actual vs. Expected Applicant Pool Composition
Metric 2: Applicant Pool Composition and Hire Demographics
List of Included Recruitments
School of Nursing.pp. 79-83
Summary of Findings
Metric 1: Actual vs. Expected Applicant Pool Composition
Metric 2: Applicant Pool Composition and Hire Demographics
List of Included Recruitments
School of the Arts \& Architecture. ..... pp. 84-88
Summary of Findings
Metric 1: Actual vs. Expected Applicant Pool Composition
Metric 2: Applicant Pool Composition and Hire Demographics
List of Included Recruitments
School of Theater, Film and Television ..... pp.89-93
Summary of Findings
Metric 1: Actual vs. Expected Applicant Pool Composition
Metric 2: Applicant Pool Composition and Hire Demographics
List of Included Recruitments
Appendix A. Availability Data Sources
Appendix B. UCLA Academic Recruit Demographic Survey
Appendix C. Payroll Demographic Data

## Anderson Graduate School of Management <br> Senate Faculty Recruitment and Hiring Analyses

The following summarizes results from an OEDI evaluation of the Senate faculty hiring process in the Anderson Graduate School of Management.

## Key Findings

Metric 1: Actual vs. Expected Applicant Pool Composition

1) Females are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.
2) URGs are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.

Metric 2: Applicant Pool Composition and Hire Demographics

1) Females are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.

## Metric 1: Actual vs. Expected Applicant Pool Composition

Charts 1 and 2 provide visualizations of the actual and expected representation of females and URGs in applicant pools, summed across an 8 -year timeframe ( 6 of the 8 years had eligible recruitments). Expected applicant pool composition was based on estimates of national availability. (See Appendix A for more information on availability)

Chart 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2016-17 and 2017-18.
From Chart 1, the actual percentage of female applicants was lower than expected in 4 of the 6 years examined and higher than expected in 2 years. A clear pattern was not discerned from these data.

Chart 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2016-17 and 2017-18.

From Chart 2, the actual percentage of URG applicants was lower than expected, in the first 4 years examined and higher than expected in the most recent 2 years. A clear pattern was not discerned from these data

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-byyear trends can often be explained by small counts, which will be evident in the tables.

Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)

|  | Female |  |  |  |  |  | Total Known Gender |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 101 | 35.8 | 1,786 | 35.6 | 0.2 | 0.6 | 282 | 5,022 |
| 15-16 | 441 | 31.4 | 4,517 | 34.0 | -2.6 | -36.5 | 1,403 | 13,280 |
| 16-17 | -- | -- | -- | -- | -- | -- | 0 | -- |
| 17-18 | -- | -- | -- | -- | -- | -- | 0 | -- |
| 18-19 | 70 | 44.9 | 3,625 | 42.4 | 2.5 | 3.9 | 156 | 8,557 |
| 19-20 | 122 | 34.7 | 2,715 | 42.6 | -7.9 | -27.8 | 352 | 6,370 |
| 20-21 | 114 | 29.3 | 2,337 | 32.0 | -2.7 | -10.5 | 389 | 7,306 |
| 21-22 | 311 | 33.7 | 4,876 | 37.1 | -3.4 | 31.3 | 922 | 13,127 |
| Total | 1,159 | 33.1 | 19,856 | 37.0 | -3.9 | 136.7 | 3,504 | 53,662 |

Data Source: UCLA Academic Recruit
From the Total row in Table 1, when summed over 6 years, the actual percentage of female applicants (33.1\%) was 3.9\% lower than the expected percentage of female applicants (37.0\%). Converting this percentage difference into headcounts, over time, there were approximately 137 ( $3.9 \%$ of 3,504 ) fewer female applicants than expected.

Table 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year)

|  | URG |  |  |  |  |  | Total Known Race/Ethnicity |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 13 | 4.7 | 492 | 10.1 | -5.4 | -15.0 | 278 | 4,891 |
| 15-16 | 111 | 8.1 | 1,352 | 10.4 | -2.3 | -31.5 | 1,368 | 12,979 |
| 16-17 | -- | -- | -- | -- | -- | -- | 0 | --- |
| 17-18 | -- | -- | -- | -- | -- | -- | 0 | -- |
| 18-19 | 6 | 4.0 | 1,273 | 15.2 | -11.2 | -16.9 | 151 | 8,350 |
| 19-20 | 40 | 11.6 | 937 | 15.0 | -3.4 | -11.7 | 344 | 6,227 |
| 20-21 | 42 | 11.3 | 794 | 11.1 | 0.2 | 0.7 | 373 | 7,165 |
| 21-22 | 132 | 14.9 | 1,673 | 13.1 | 1.8 | 15.9 | 885 | 12,795 |
| Total | 344 | 10.1 | 6,521 | 12.4 | -2.3 | -78.2 | 3,399 | 52,407 |

Data Source: UCLA Academic Recruit

From the Total row in Table 2, when summed over 6 years, the actual percentage of URG applicants (10.1\%) was 2.3\% lower than the expected percentage of URG applicants (12.4\%), based on national availability estimate. Converting this percentage difference into headcounts, over time, there were approximately $78(2.3 \%$ of 3,399$)$ fewer URG applicants than expected.

## Metric 2: Applicant Pool Composition and Hire Demographics

Tables 3 and 4 display the gender and racial/ethnic composition of applicant, shortlist, offer, and hire lists. OEDI evaluations were based on totals summed across 6 years and focused on the throughput from applicant to hire. Approximately equal proportions of applicants and hires would provide evidence of equitable practices for advancing candidates through the hiring process.

Table 3. Representation of Females at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female | Total | Female | Total | Female | Total | Female | Total |
| 14-15 | 101 (35.8) | 282 | 7 (46.7) | 15 | 4 | 8 | 1 (25.0) | 4 |
| 15-16 | 441 (31.4) | 1,403 | 43 (38.4) | 112 | 9 | 22 | 7 (41.2) | 17 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | -- | -- | -- | -- | -- | -- | -- | -- |
| 18-19 | 70 (44.9) | 156 | 16 (42.1) | 38 | 3 | 9 | 1 (20.0) | 5 |
| 19-20 | 122 (34.7) | 352 | 12 (66.7) | 18 | 3 | 6 | 2 (50.0) | 4 |
| 20-21 | 114 (29.3) | 389 | 7 (46.7) | 15 | 1 | 3 | 1 (25.0) | 4 |
| 21-22 | 311 (33.7) | 922 | 17 (63.0) | 27 | 5 | 8 | 0 (0.0) | 0 |
| Total | 1,159 (33.1) | 3,504 | 102 (45.3) | 225 | 25 (44.6) | 56 | 12 (35.3) | 34 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Gender.

From the Total row in Table 3, when summed over 6 years, the percentage of female hires (35.3\%) was 2.2\% higher than the percentage of female applicants (33.1\%).

Table 4. Representation of URGs at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | URG | Total | URG | Total | URG | Total | URG | Total |
| 14-15 | 13 (4.7) | 278 | 0 (0.0) | 15 | 0 (0.0) | 8 | 0 (0.0) | 4 |
| 15-16 | 111 (8.1) | 1,368 | 11 (10.8) | 102 | 3 (16.7) | 18 | 4 (23.5) | 17 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | -- | -- | -- | -- | -- | -- | -- | -- |
| 18-19 | 6 (4.0) | 151 | 1 (2.8) | 36 | 0 (0.0) | 9 | 0 (0.0) | 4 |
| 19-20 | 40 (11.6) | 344 | 1 (5.6) | 18 | 0 (0.0) | 6 | 0 (0.0) | 4 |
| 20-21 | 42 (11.3) | 373 | 1 (7.1) | 14 | 1 (50.0) | 2 | 1 (25.0) | 4 |
| 21-22 | 132 (14.9) | 885 | 10 (37.0) | 27 | 2 (25.0) | 8 | 0 (0.0) | 0 |
| Total | 344 (10.1) | 3,399 | 24 (11.3) | 212 | 6 (11.8) | 51 | 5 (15.2) | 33 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System
Note: Totals are based on Known Race/Ethnicity.

From the Total row in Table 4, when summed over 6 years, the percentage of URG hires (15.2\%) was 5.1\% higher than the percentage of URG applicants (10.1\%).

List of Recruitments Included in the Evaluation of the Anderson Graduate School of Management
The following is a list of Anderson Graduate School of Management recruitments included in this report, by year and JPF (a unique number assigned to recruitments in UCLA Academic Recruit).

| Hire Year | JPF\# |
| :---: | :---: |
| 2014-15 | 00026 |
|  | 00062 |
|  | 00063 |
| 2015-16 | 00273 |
|  | 00303 |
|  | 00308 |
|  | 00518 |
|  | 00674 |
|  | 01271 |
|  | 01572 |
|  | 01590 |
|  | 01592 |
|  | 01690 |
| 2017-18 | 02246 |
| 2018-19 | 02246 |
|  | 02974 |
|  | 03284 |
|  | 03288 |
|  | 03308 |
| 2019-20 | 03935 |
|  | 03961 |
|  | 04055 |
| 2020-21 | 04075 |
|  | 04733 |
|  | 04880 |
| 2021-22 | 05724 |
|  | 05750 |
|  | 05756 |
|  | 05999 |
|  | 06011 |

## David Geffen School of Medicine Senate Faculty Recruitment and Hiring Analyses

The following summarizes results from an OEDI evaluation of the Senate faculty hiring process in the David Geffen School of Medicine.

## Key Findings

Metric 1: Actual vs. Expected Applicant Pool Composition

1) Females are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.
2) URGs are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.

Metric 2: Applicant Pool Composition and Hire Demographics

1) Females are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are slightly lower than expected, based on their representation in applicant pools.

## Metric 1: Actual vs. Expected Applicant Pool Composition

Charts 1 and 2 provide visualizations of the actual and expected representation of females and URGs in applicant pools, summed over an 8-year time period (4 of the 8 years had eligible recruitments). Expected applicant pool composition was based on estimates of national availability. (See Appendix A for more information on availability data)

Chart 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2014-15, 2015-16, 2016-17, and 2021-22.
From Chart 1, the actual percentage of female applicants was lower than expected in all 4 years examined.

Chart 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2014-15, 2015-16, 2016-17, and 2021-22.
From Chart 2, the actual percentage of URG applicants was lower than expected in all 4 years examined.

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-byyear trends can often be explained by small counts, which will be evident in the tables.

Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)

|  | Female |  |  |  |  |  | Total Known Gender |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | -- | -- | -- | -- | -- | -- | -- | -- |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 111 | 26.3 | 20,495 | 37.3 | -11.0 | 46.4 | 422 | 54,928 |
| 18-19 | 155 | 29.8 | 38,528 | 40.6 | -10.8 | 56.3 | 521 | 94,883 |
| 19-20 | 143 | 37.1 | 18,764 | 41.8 | -4.7 | 18.1 | 385 | 44,908 |
| 20-21 | 332 | 36.9 | 28,172 | 37.9 | -1.0 | 9.0 | 899 | 74,286 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 741 | 33.3 | 105,959 | 39.4 | -6.1 | 135.8 | 2,227 | 269,005 |

Data Source: UCLA Academic Recruit
From the Total row in Table 1, when summed over 4 years, the actual percentage of female applicants (33.3\%) was 6.1\% lower than the expected percentage of female applicants (39.4\%). Converting this percentage difference into headcounts, over time, there were approximately 136 ( $6.1 \%$ of 2,227 ) fewer female applicants than expected.

Table 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year)

|  | URG |  |  |  |  |  | Total Known Race/Ethnicity |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | -- | -- | -- | -- | -- | -- | -- | -- |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 37 | 8.9 | 4,476 | 9.5 | -0.6 | -2.5 | 414 | 47,334 |
| 18-19 | 45 | 8.9 | 8,810 | 9.8 | -0.9 | -4.6 | 508 | 90,226 |
| 19-20 | 19 | 5.1 | 4,054 | 9.2 | -4.1 | -15.3 | 372 | 43,938 |
| 20-21 | 74 | 8.7 | 7,691 | 10.6 | -1.9 | -16.2 | 850 | 72,770 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 175 | 8.2 | 25,031 | 9.8 | -1.6 | -34.3 | 2,144 | 254,268 |

Data Source: UCLA Academic Recruit
From the Total row in Table 2, when summed over 4 years, the actual percentage of URG applicants (8.2\%) was 1.6\% lower than the expected percentage of URG applicants ( $9.8 \%$ ), based on national availability estimates. Converting this percentage difference into headcounts, over time, there were approximately $34(1.6 \%$ of 2,144$)$ fewer URG applicants than expected.

## Metric 2: Applicant Pool Composition and Hire Demographics

Tables 3 and 4 display the gender and racial/ethnic composition of applicant, shortlist, offer, and hire lists. OEDI evaluations were based on totals summed across 4 years and focused on the throughput from applicant to hire. Approximately equal proportions of applicants and hires would provide evidence of equitable practices for advancing candidates through the hiring process.

Table 3. Representation of Females at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female | Total | Female | Total | Female | Total | Female | Total |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | -- | -- | -- | -- | -- | -- | -- | -- |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 111 (26.3) | 422 | 12 (34.3) | 35 | 6 (40.0) | 15 | 11 (35.5) | 31 |
| 18-19 | 155 (29.8) | 521 | 24 (46.2) | 52 | 11 (45.8) | 24 | 14 (45.2) | 31 |
| 19-20 | 143 (37.1) | 385 | 20 (45.5) | 44 | 9 (52.9) | 17 | 12 (42.9) | 28 |
| 20-21 | 332 (36.9) | 899 | 24 (38.1) | 63 | 10 (37.0) | 27 | 8 (34.8) | 23 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 741 (33.3) | 2,227 | 80 (41.2) | 194 | 36 (43.4) | 83 | 45 (39.8) | 113 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Gender.

From the Total row in Table 3, when summed over 4 years, the percentage of female hires (39.8\%) was 6.5\% higher than the percentage of female applicants (33.3\%).

Table 4. Representation of URGs at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | URG | Total | URG | Total | URG | Total | URG | Total |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | -- | -- | -- | -- | -- | -- | -- | -- |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 37 (8.9) | 414 | 3 (8.8) | 34 | 2 (14.3) | 14 | 3 (10.0) | 30 |
| 18-19 | 45 (8.9) | 508 | 4 (7.8) | 51 | 2 (8.3) | 24 | 3 (10.0) | 30 |
| 19-20 | 19 (5.1) | 372 | 4 (9.3) | 43 | 2 (12.5) | 16 | 3 (11.5) | 26 |
| 20-21 | 74 (8.7) | 850 | 7 (11.9) | 59 | 4 (15.4) | 26 | 0 (0.0) | 25 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 175 (8.2) | 2,144 | 18 (9.6) | 187 | 10 (12.5) | 80 | $9(8.1)$ | 111 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Race/Ethnicity.

From the Total row in Table 4, when summed over 4 years, the percentage of URG hires (8.1\%) was slightly lower than the percentage of URG applicants (8.2\%).

## List of Recruitments Included in the Evaluation of the David Geffen School of Medicine

The following is a list of David Geffen School of Medicine recruitments included in this report, by year and JPF (a unique number assigned to recruitments in UCLA Academic Recruit).

| Hire Year | Hire Department | JPF\# |
| :---: | :---: | :---: |
| 2017-18 | Anesthesiology | 02419 |
|  |  | 02530 |
|  |  | 03606 |
|  | Biological Chemistry | 02482 |
|  | General Medicine \& Health Services | 02814 |
|  | Neurosurgery | 02867 |
|  | Ophthalmology | 02753 |
|  |  | 02802 |
|  | Pathology \& Lab Medicine | 02760 |
|  | Psychiatry/Biobehavioral Sciences | 02755 |
|  |  | 02835 |
|  |  | 02843 |
|  | Radiation Oncology | 02490 |
|  |  | 02661 |
|  |  | 02793 |
|  | Surgery - Head \& Neck | 02872 |
|  | Surgery - Liver \& Pancreatic Transplant | 02943 |
|  | VA Wadsworth Med Center | 02857 |
| 2018-19 | Anesthesiology | 03606 |
|  | Gastroenterology | 03847 |
|  | General Medicine \& Health Services | 03976 |
|  | Molecular \& Medical Pharmacology | 03573 |
|  | Neurology | 03326 |
|  |  | 03663 |
|  | Ophthalmology | 03244 |
|  | Orthopedic Surgery | 03382 |
|  |  | 03682 |
|  | Pediatrics | 03036 |
|  |  | 03784 |
|  | Physiology | 03221 |
|  | Psychiatry/Biobehavioral Sciences | 02381 |
|  | Surgery - General | 03491 |
|  |  | 03805 |
|  | Surgery - Head \& Neck | 03534 |

David Geffen School of Medicine

|  | Surgery - Oncology | 03600 |
| :---: | :---: | :---: |
|  |  | 03670 |
|  | Urology | 03337 |
|  |  | 03404 |
| 2019-20 | Anesthesiology | 04486 |
|  | Computational Medicine | 04041 |
|  | General Medicine \& Health Services | 03976 |
|  | Human Genetics | 03916 |
|  | Molecular \& Medical Pharmacology | 04102 |
|  | Neurology | 04058 |
|  | Obstetrics \& Gynecology | 04269 |
|  |  | 04340 |
|  | Ophthalmology | 03515 |
|  |  | 04139 |
|  |  | 04227 |
|  | Radiation Oncology | 03736 |
| 2020-21 | Anesthesiology | 04826 |
|  | Biological Chemistry | 04864 |
|  | Computational Medicine | 04995 |
|  | General Medicine \& Health Services | 05067 |
|  |  | 05960 |
|  | Neurology | 04729 |
|  |  | $05143$ |
|  | Opthalmology | 04808 |
|  |  | 05048 |
|  | Physiology | 04682 |
|  | Surgery - Head \& Neck | 05119 |
|  |  | 05232 |
|  |  | 05233 |
|  | Surgery - Oncology | 05106 |
|  | Urology | 04515 |

## Fielding School of Public Health Senate Faculty Recruitment and Hiring Analyses

The following summarizes results from an OEDI evaluation of the Senate faculty hiring process in the Fielding School of Public Health.

## Key Findings

Metric 1: Actual vs. Expected Applicant Pool Composition

1) Females are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.
2) URGs are applying to Senate faculty positions at rates that are higher than expected, based on national availability estimates.

Metric 2: Applicant Pool Composition and Hire Demographics

1) Females are hired into Senate faculty positions at rates that are lower than expected, based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are lower than expected, based on their representation in applicant pools.

## Metric 1: Actual vs. Expected Applicant Pool Composition

Charts 1 and 2 provide visualizations of the actual and expected representation of females and URGs in applicant pools, summed over an 8 -year time period ( 6 of the 8 years had eligible recruitments). Expected applicant pool composition was based on estimates of national availability. (See Appendix A for more information on availability data)

Chart 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2016-17 and 2021-22.
From Chart 1, the actual percentage of female applicants was lower than expected in all 6 years examined.
Chart 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2016-17 and 2021-22.
From Chart 2, the actual percentage of URG applicants was lower than expected in 3 of the 6 years examined and higher than expected in the other 3 years. A clear pattern was not discerned from these data.

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-byyear trends can often be explained by small counts, which will be evident in the tables.

Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)

|  | Female |  |  |  |  |  | Total Known Gender |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 38 | 49.4 | 3,239 | 52.0 | -2.6 | -2.0 | 77 | 6,234 |
| 15-16 | 86 | 44.1 | 4,405 | 66.6 | -22.5 | -43..9 | 195 | 6,610 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 146 | 53.9 | 8,363 | 69.5 | -15.6 | -42.3 | 271 | 12,033 |
| 18-19 | 88 | 45.8 | 8,035 | 69.5 | -23.7 | -45.5 | 192 | 11,555 |
| 19-20 | 86 | 53.8 | 2,385 | 59.9 | -6.1 | -9.8 | 160 | 3,981 |
| 20-21 | 144 | 57.1 | 6,245 | 69.1 | -12.0 | -30.2 | 252 | 9,044 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 588 | 51.3 | 32,672 | 66.1 | -14.8 | 169.8 | 1,147 | 49,457 |

Data Source: UCLA Academic Recruit
From the Total row in Table 1, when summed over 6 years, the actual percentage of female applicants (51.3\%) was $\mathbf{1 4 . 8 \%}$ lower than the expected percentage of female applicants ( $66.1 \%$ ). Converting this percentage difference into headcounts, over time, there were approximately $170(14.8 \%$ of 1,147$)$ fewer female applicants than expected.

Table 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year)

|  | URG |  |  |  |  |  | Total Known Race/Ethnicity |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 34 | 44.7 | 591 | 9.6 | 35.1 | 26.7 | 76 | 6,163 |
| 15-16 | 23 | 12.2 | 902 | 13.8 | -1.6 | -3.0 | 189 | 6,497 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 53 | 20.2 | 2,354 | 19.9 | 0.3 | 0.8 | 263 | 11,856 |
| 18-19 | 34 | 18.3 | 1,691 | 14.9 | 3.4 | 6.3 | 186 | 11,320 |
| 19-20 | 20 | 13.0 | 610 | 15.6 | -2.6 | -4.0 | 154 | 3,910 |
| 20-21 | 47 | 19.2 | 2,073 | 23.2 | -4.0 | -9.8 | 245 | 8,920 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 211 | 19.0 | 8,221 | 16.9 | 2.1 | 23.4 | 1,113 | 48,666 |

Data Source: UCLA Academic Recruit
From the Total row in Table 2, when summed over 6 years, the actual percentage of URG applicants (19.0\%) was 2.1\% higher than the expected percentage of URG applicants (16.9\%), based on national availability estimates. Converting this percentage difference into headcounts, over time, there were approximately $23(2.1 \%$ of 1,113$)$ more URG applicants than expected.

## Metric 2: Applicant Pool Composition and Hire Demographics

Tables 3 and 4 display the gender and racial/ethnic composition of applicant, shortlist, offer, and hire lists. OEDI evaluations were based on totals summed across 6 years and focused on the throughput from applicant to hire. Approximately equal proportions of applicants and hires would provide evidence of equitable practices for advancing candidates through the hiring process.

Table 3. Representation of Females at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female | Total | Female | Total | Female | Total | Female | Total |
| 14-15 | 38 (49.4) | 77 | 5 (38.4) | 13 | 1 (20.0) | 5 | 0 (0.0) | 3 |
| 15-16 | 86 (44.1) | 195 | 10 (37.0) | 27 | 3 (42.9) | 7 | 3 (42.9) | 7 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 146 (53.9) | 271 | 8 (47.1) | 17 | 1 (33.3) | 3 | 2 (50.0) | 4 |
| 18-19 | 88 (45.8) | 192 | 10 (41.7) | 24 | 5 (62.5) | 8 | 3 (75.0) | 4 |
| 19-20 | 86 (53.8) | 160 | 10 (58.8) | 17 | 4 (80.0) | 5 | 4 (80.0) | 5 |
| 20-21 | 144 (57.1) | 252 | 11 (47.8) | 23 | 2 (40.0) | 5 | 1 (33.3) | 3 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 588 (51.3) | 1,147 | 54 (44.6) | 121 | 16 (48.5) | 33 | 13 (50.0) | 26 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Gender.

From the Total row in Table 3, when summed over 6 years, the percentage of female hires (50.0\%) was 1.3\% lower than the percentage of female applicants (51.3\%).

Table 4. Representation of URGs at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | URG | Total | URG | Total | URG | Total | URG | Total |
| 14-15 | 34 (44.7) | 76 | 3 (23.1) | 13 | 1 (20.0) | 5 | 0 (0.0) | 2 |
| 15-16 | 23 (12.2) | 189 | 2 (7.7) | 26 | 0 (0.0) | 7 | 2 (33.3) | 6 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 53 (20.2) | 263 | 4 (25.0) | 16 | 0 (0.0) | 3 | 0 (0.0) | 3 |
| 18-19 | 34 (18.3) | 186 | 6 (26.1) | 23 | 4 (50.0) | 8 | 1 (25.0) | 4 |
| 19-20 | 20 (13.0) | 154 | 3 (20.0) | 15 | 0 (0.0) | 5 | 0 (0.0) | 5 |
| 20-21 | 47 (19.2) | 245 | 4 (17.4) | 23 | 1 (20.0) | 5 | 0 (0.0) | 3 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 211 (19.0) | 1,113 | 22 (19.0) | 116 | 61 (18.2) | 33 | 3 (13.0) | 23 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Race/Ethnicity.

From the Total row in Table 4, when summed over 6 years, the percentage of URG hires (13.0\%) was 6.0\% lower than the percentage of URG applicants (19.0\%).

## List of Recruitments Included in the Evaluation of the Fielding School of Public Health

The following is a list of Fielding School of Public Health recruitments included in this report, by year, department, and JPF (a unique number assigned to recruitments in UCLA Academic Recruit).

| Hire Year | Hire Department | JPF\# |
| :---: | :---: | :---: |
| 2014-15 | Biostatistics | 00154 |
|  | Community Health Sciences | 00055 |
|  | Environmental Health Sciences | 00110 |
| 2015-16 | Biostatistics | 00718 |
|  | Community Health Sciences | 00055 |
|  |  | 00307 |
|  |  | 01130 |
|  | Epidemiology | 01519 |
|  | Health Policy \& Management | 00695 |
| 2017-18 | Community Health Sciences | 02150 |
|  |  | 02645 |
|  | Environmental Health Sciences | 01804 |
| 2018-19 | Biostatistics | 03318 |
|  | Environmental Health Sciences | 02488 |
|  | Epidemiology | 02682 |
|  |  | 02743 |
|  | Health Policy \& Management | 01917 |
| 2019-20 | Biostatistics | 04205 |
|  | Community Health Sciences | 03813 |
|  | Environmental Health Sciences | 04007 |
|  | Epidemiology | 03945 |
| 2020-21 | Biostatistics | 04638 |
|  | Environmental Health Sciences | 04182 |
|  |  | 04902 |
|  | Epidemiology | 04999 |
|  | Health Policy \& Management | 04552 |

## Graduate School of Education and Information Studies <br> Senate Faculty Recruitment and Hiring Analyses

The following summarizes results from an OEDI evaluation of the Senate faculty hiring process in the Graduate School of Education and Information Studies.

## Key Findings

Metric 1: Actual vs. Expected Applicant Pool Composition

1) Females are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.
2) URGs are applying to Senate faculty positions at rates that are higher than expected, based on national availability estimates.

Metric 2: Applicant Pool Composition and Hire Demographics

1) Females are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.

## Metric 1: Actual vs. Expected Applicant Pool Composition

Charts 1 and 2 provide visualizations of the actual and expected representation of females and URGs in applicant pools, summed over an 8 -year time period ( 4 of the 8 years had eligible recruitments). Expected applicant pool composition was based on estimates of national availability. (See Appendix A for more information on availability).

Chart 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2016-17, 2017-18, 2018-19, and 2021-22.
From Chart 1, the actual percentage of female applicants was lower than expected in 2 of the 4 years examined and higher than expected in the other 2 years. A clear pattern was not discerned from these data.

Chart 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2016-17, 2017-18, 2018-19, and 2021-22.
From Chart 2, the actual percentage of URG applicants was higher than expected in all 4 years examined.

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-byyear trends can often be explained by small counts, which will be evident in the tables.

Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)

|  | Female |  |  |  |  |  | Total Known Gender |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 83 | 83.0 | 2,185 | 64.8 | 18.2 | 18.2 | 100 | 3,373 |
| 15-16 | 225 | 62.2 | 3,991 | 61.2 | 1.0 | 3.6 | 362 | 6,521 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | -- | -- | -- | -- | -- | -- | -- | -- |
| 18-19 | -- | -- | -- | -- | -- | -- | -- | -- |
| 19-20 | 101 | 69.7 | 3,971 | 73.8 | -4.1 | -5.9 | 145 | 5,384 |
| 20-21 | 100 | 52.1 | 5,421 | 68.5 | -16.4 | -31.5 | 192 | 7,910 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 509 | 63.7 | 15,568 | 67.1 | -3.4 | -27.2 | 799 | 23,188 |

Data Source: UCLA Academic Recruit
From the Total row in Table 1, when summed over 4 years, the actual percentage of female applicants (63.7\%) was 3.4\% lower than the expected percentage of female applicants ( $67.1 \%$ ). Converting this percentage difference into headcounts, over time, there were approximately 27 ( $3.4 \%$ of 799 ) fewer female applicants than expected.

Table 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year)

|  | URG |  |  |  |  |  | Total Known Race/Ethnicity |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 16 | 16.5 | 381 | 11.7 | 4.8 | 4.7 | 97 | 3,265 |
| 15-16 | 86 | 24.6 | 1,448 | 22.6 | 2.0 | 7.0 | 349 | 6,406 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | -- | -- | -- | -- | -- | -- | -- | -- |
| 18-19 | -- | -- | -- | -- | -- | -- | -- | -- |
| 19-20 | 34 | 23.9 | 1,019 | 19.1 | 4.8 | 6.8 | 142 | 5,325 |
| 20-21 | 66 | 37.3 | 1,910 | 24.4 | 12.9 | 22.8 | 177 | 7,822 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 202 | 26.4 | 4,758 | 20.9 | 5.5 | 42.1 | 765 | 22,818 |

Data Source: UCLA Academic Recruit
From the Total row in Table 2, when summed over 4 years, the actual percentage of URG applicants (26.4\%) was 5.5\% higher than the expected percentage of URG applicants (20.9\%), based on national availability estimates. Converting this percentage difference into headcounts, over time, there were approximately 42 ( $5.5 \%$ of 765 ) more URG applicants than expected.

## Metric 2: Applicant Pool Composition and Hire Demographics

Tables 3 and 4 display the gender and racial/ethnic composition of applicant, shortlist, offer, and hire lists. OEDI evaluations were based on totals summed across 4 years and focused on the throughput from applicant to hire. Approximately equal proportions of applicants and hires would provide evidence of equitable practices for advancing candidates through the hiring process.

Table 3. Representation of Females at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female | Total | Female | Total | Female | Total | Female | Total |
| 14-15 | 83 (83.0) | 100 | 2 (66.7) | 3 | 1 (100.0) | 1 | 2 (100.0) | 2 |
| 15-16 | 225 (62.2) | 362 | 16 (80.0) | 20 | 5 (71.4) | 7 | 5 (62.5) | 8 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | -- | -- | -- | -- | -- | -- | -- | -- |
| 18-19 | -- | -- | -- | -- | -- | -- | -- | -- |
| 19-20 | 101 (69.7) | 145 | 7 (87.5) | 8 | 2 (100.0) | 2 | 2 (100.0) | 2 |
| 20-21 | 100 (52.1) | 192 | 6 (50.0) | 12 | 2 (50.0) | 4 | 3 (60.0) | 5 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 509 (63.7) | 799 | 31 (72.1) | 43 | 10 (71.4) | 14 | 12 (70.6) | 17 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Gender.

From the Total row in Table 3, when summed over 4 years, the percentage of female hires (70.6\%) was 6.9\% higher than the percentage of female applicants (63.7\%).

Table 4. Representation of URGs at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | URG | Total | URG | Total | URG | Total | URG | Total |
| 14-15 | 16 (16.5) | 97 | 0 (0.0) | 2 | 0 (0.0) | 0 | 1 (50.0) | 2 |
| 15-16 | 86 (24.6) | 349 | 5 (25.0) | 20 | 3 (50.0) | 6 | 3 (42.9) | 7 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | -- | -- | -- | -- | -- | -- | -- | -- |
| 18-19 | -- | -- | -- | -- | -- | -- | -- | -- |
| 19-20 | 34 (23.9) | 142 | 4 (50.0) | 8 | 1 (50.0) | 2 | 1 (50.0) | 2 |
| 20-21 | 66 (37.3) | 177 | 7 (58.3) | 12 | 3 (75.0) | 4 | 1 (20.0) | 5 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 202 (26.4) | 765 | 16 (38.1) | 42 | 7 (58.3) | 12 | 6 (37.5) | 16 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Race/Ethnicity.

From the Total row in Table 4, when summed over 4 years, the percentage of URG hires (37.5\%) was 11.1\% higher than the percentage of URG applicants (26.4\%).

## List of Recruitments Included in the Evaluation of the Graduate School of Education \& Information Studies

The following is a list of Graduate School of Education \& Information Studies recruitments included in this report, by year, department, and JPF (a unique number assigned to recruitments in UCLA Academic Recruit).

| Hire Year | Hire Department | JPF\# |
| :--- | :--- | :--- |
| $2014-15$ | Education | 00083 |
|  | Information Studies | 00106 |
| $2015-16$ | Education | 01520 |
|  |  | 01528 |
|  |  | 01534 |
|  |  | 01553 |
|  | Information Studies | 02348 |
| $2019-20$ | Education | 01716 |
|  |  | 01753 |
| $2020-21$ | Education | 04067 |
|  |  | 04077 |
|  |  | 04644 |
|  |  | 04747 |
|  |  | 05373 |

## Henry Samueli School of Engineering \& Applied Science Senate Faculty Recruitment and Hiring Analyses

The following summarizes results from an OEDI evaluation of the Senate faculty hiring process in the Henry Samueli School of Engineering \& Applied Science.

## Key Findings

Metric 1: Actual vs. Expected Applicant Pool Composition

1) Females are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.
2) URGs are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.

Metric 2: Applicant Pool Composition and Hire Demographics

1) Females are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are lower than expected, based on their representation in applicant pools.

## Metric 1: Actual vs. Expected Applicant Pool Composition

Charts 1 and 2 provide visualizations of the actual and expected representation of females and URGs in applicant pools, summed over an 8 -year time period. Expected applicant pool composition was based on estimates of national availability. (See Appendix A for more information on availability data)

Chart 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
From Chart 1, the actual percentage of female applicants was lower than expected in all 8 years examined.

Chart 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
From Chart 2, the actual percentage of URG applicants was higher than expected in all but 1 of the 8 years examined.

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-byyear trends can often be explained by small counts, which will be evident in the tables.

Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)

|  | Female |  |  |  |  |  | Total Known Gender |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 122 | 15.1 | 2,110 | 22.5 | -7.4 | -59.6 | 806 | 9,376 |
| 15-16 | 246 | 16.9 | 5,028 | 21.5 | -4.6 | -78.0 | 1,695 | 23,438 |
| 16-17 | 18 | 19.8 | 1,512 | 25.0 | -5.2 | -4.7 | 91 | 6,038 |
| 17-18 | 257 | 17.7 | 4,480 | 23.3 | -5.6 | -81.4 | 1,453 | 19,222 |
| 18-19 | 239 | 17.4 | 3,354 | 23.1 | -5.7 | -78.3 | 1,373 | 14,519 |
| 19-20 | 231 | 19.9 | 4,522 | 27.4 | -7.5 | -86.9 | 1,158 | 16,481 |
| 20-21 | 235 | 18.4 | 2,698 | 19.9 | -1.5 | -19.2 | 1,278 | 13,549 |
| 21-22 | 99 | 16.2 | 3,743 | 30.4 | -14.2 | -86.6 | 610 | 12,314 |
| Total | 1,447 | 17.1 | 27,447 | 23.9 | -6.8 | -575.6 | 8,464 | 114,937 |

Data Source: UCLA Academic Recruit
From the Total row in Table 1, when summed over 8 years, the actual percentage of female applicants (17.1\%) was $6.8 \%$ lower than the expected percentage of female applicants (23.9\%). Converting this percentage difference into headcounts, over time, there were approximately 576 ( $6.8 \%$ of 8,464 ) fewer female applicants than expected.

Table 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year)

|  | URG |  |  |  |  |  | Total Known Race/Ethnicity |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | $N$ | \% | N | \% | \% | N | N | N |
| 14-15 | 39 | 5.0 | 776 | 8.5 | -3.5 | -27.1 | 775 | 9,117 |
| 15-16 | 62 | 3.8 | 2,144 | 9.4 | -5.6 | -92.5 | 1,652 | 22,881 |
| 16-17 | 9 | 9.9 | 508 | 8.6 | 1.3 | 1.2 | 91 | 5,908 |
| 17-18 | 67 | 4.8 | 1,760 | 9.4 | -4.6 | -64.0 | 1,391 | 18,788 |
| 18-19 | 78 | 5.8 | 1,387 | 9.8 | -4.0 | -53.4 | 1,336 | 14,199 |
| 19-20 | 61 | 5.4 | 1,756 | 10.9 | -5.5 | -61.6 | 1,120 | 16,179 |
| 20-21 | 72 | 5.9 | 1,457 | 11.0 | -5.1 | -62.2 | 1,220 | 13,259 |
| 21-22 | 25 | 4.3 | 1,226 | 10.1 | -5.8 | -33.6 | 580 | 12,092 |
| Total | 413 | 5.9 | 11,014 | 9.8 | -3.9 | -270.9 | 6,945 | 112,423 |

Data Source: UCLA Academic Recruit

From the Total row in Table 2, when summed over 8 years, the actual percentage of URG applicants (5.9\%) was 3.9\% lower than the expected percentage of URG applicants (9.8\%), based on national availability estimates. Converting this percentage difference into headcounts, over time, there were approximately $271(3.9 \%$ of 6,945$)$ fewer URG applicants than expected.

## Metric 2: Applicant Pool Composition and Hire Demographics

Tables 3 and 4 display the gender and racial/ethnic composition of applicant, shortlist, offer, and hire lists. OEDI evaluations were based on totals summed across 8 years and focused on the throughput from applicant to hire. Approximately equal proportions of applicants and hires would provide evidence of equitable practices for advancing candidates through the hiring process.

Table 3. Representation of Females at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female | Total | Female | Total | Female | Total | Female |  |
| $14-15$ | $122(15.1)$ | 806 | $8(26.7)$ | 30 | $3(25.0)$ | 12 | $1(11.1)$ | 9 |
| $15-16$ | $246(16.9)$ | 1,695 | $12(15.8)$ | 76 | $3(13.0)$ | 23 | $4(21.1)$ | 19 |
| $16-17$ | $18(19.8)$ | 91 | $3(37 . .5)$ | 8 | $0(0.0)$ | 2 | $0(0.0)$ | 2 |
| $17-18$ | $257(17.7)$ | 1,453 | $10(21.7)$ | 46 | $3(17.6)$ | 17 | $0(0.0)$ | 9 |
| $18-19$ | $239(17.4)$ | 1,373 | $13(22.0)$ | 59 | $5(27.8)$ | 18 | $2(15.4)$ | 13 |
| $19-20$ | $231(19.9)$ | 1,158 | $14(29.2)$ | 48 | $2(25.0)$ | 8 | $4(36.4)$ | 11 |
| $20-21$ | $235(18.4)$ | 1,278 | $19(30.6)$ | 62 | $2(20.0)$ | 10 | $2(40.0)$ | 5 |
| $21-22$ | $99(16.2)$ | 610 | $3(25.0)$ | 12 | $0(0.0)$ | 4 | $0(0.0)$ | 1 |
| Total | $\mathbf{1 , 4 4 7 ( 1 7 . 1 )}$ | $\mathbf{8 , 4 6 4}$ | $82(24.0)$ | $\mathbf{3 4 1}$ | $\mathbf{1 8 ( 1 9 . 1 )}$ | $\mathbf{9 4}$ | $\mathbf{1 3}(18.8)$ | $\mathbf{6 9}$ |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Gender.

From the Total row in Table 3, when summed over 8 years, the percentage of female hires (18.8\%) was 1.7\% higher than the percentage of female applicants (17.1\%).

Table 4. Representation of URGs at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | URG | Total | URG | Total | URG | Total | URG | Total |
| 14-15 | 39 (5.0) | 775 | 2 (6.9) | 29 | 2 (16.7) | 12 | 1 (12.5) | 8 |
| 15-16 | 62 (3.8) | 1,652 | 6 (8.5) | 71 | 1 (4.3) | 23 | 1 (5.9) | 17 |
| 16-17 | 9 (9.9) | 91 | 1 (12.5) | 8 | 0 (0.0) | 2 | 0 (0.0) | 2 |
| 17-18 | 67 (4.8) | 1,391 | 3 (7.1) | 42 | 0 (0.0) | 14 | 0 (0.0) | 6 |
| 18-19 | 78 (5.8) | 1,336 | 5 (8.8) | 57 | 1 (5.6) | 18 | 0 (0.0) | 9 |
| 19-20 | 61 (5.4) | 1,120 | 4 (8.3) | 48 | 0 (0.0) | 8 | 0 (0.0) | 11 |
| 20-21 | 72 (5.9) | 1,220 | 8 (14.0) | 57 | $1(11,1)$ | 9 | 0 (0.0) | 5 |
| 21-22 | 25 (4.3) | 580 | 1 (9.1) | 11 | 1 (25.0) | 4 | 1 (100.0) | 1 |
| Total | 413 (5.9) | 6,945 | 30 (9.3) | 323 | 6 (6.7) | 90 | 3 (5.1) | 59 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Race/Ethnicity.

From the Total row in Table 4, when summed over 8 years, the percentage of URG hires (5.1\%) was $\mathbf{0 . 8 \%}$ lower than the percentage of URG applicants (5.9\%).

## List of Recruitments Included in the Evaluation of the Henry Samueli School of Engineering \& Applied Science

The following is a list of Henry Samueli School of Engineering \& Applied Science recruitments included in this report, by year, department, and JPF (a unique number assigned to recruitments in UCLA Academic Recruit).

| Hire Year | Hire Department | JPF\# |
| :---: | :---: | :---: |
| 2014-15 | Chemical \& Biomolecular Engineering | 00073 |
|  | Civil \& Environmental Engineering | 00141 |
|  | Computer Science | 00088 |
|  | Electrical \& Computer Engineering | 00555 |
|  | Mechanical \& Aerospace Engineering | 00070 |
|  |  | 00091 |
| 2015-16 | Bioengineering | 00284 |
|  | Chemical \& Biomolecular Engineering | 00073 |
|  |  | 01501 |
|  | Civil \& Environmental Engineering | 00044 |
|  | Computer Science | 00599 |
|  |  | 01512 |
|  | Electrical \& Computer Engineering | 00555 |
|  |  | 01758 |
|  | Materials Science \& Engineering | 01844 |
|  | Mechanical \& Aerospace Engineering | 00557 |
|  |  | 01844 |
| 2016-17 | Chemical \& Biomolecular Engineering | 02402 |
|  | Civil \& Environmental Engineering | 01746 |
| 2017-18 | Bioengineering | 02592 |
|  | Chemical \& Biomolecular Engineering | 02424 |
|  | Civil \& Environmental Engineering | 02763 |
|  | Computer Science | 02635 |
|  | Electrical \& Computer Engineering | 02519 |
|  | Mechanical \& Aerospace Engineering | 01929 |
|  |  | 02497 |
| 2018-19 | Bioengineering | 03182 |
|  | Chemical \& Biomolecular Engineering | 03154 |
|  | Computer Science | 03194 |
|  | Electrical \& Computer Engineering | 03177 |
|  | Materials Science \& Engineering | 03199 |
|  | Mechanical \& Aerospace Engineering | 03211 |


|  |  | 03215 |
| :---: | :---: | :---: |
| 2019-20 | Bioengineering | 03953 |
|  | Chemical \& Biomolecular Engineering | 03154 |
|  |  | 03846 |
|  | Civil \& Environmental Engineering | 04056 |
|  | Electrical \& Computer Engineering | 03829 |
|  | Materials Science \& Engineering | 03199 |
|  | Mechanical \& Aerospace Engineering | 03998 |
| 2020-21 | Civil \& Environmental Engineering | 05094 |
|  |  | 05105 |
|  | Computer Science | 04863 |
|  | Electrical \& Computer Engineering | 04749 |
|  |  | 05682 |
|  | Materials Science \& Engineering | 04920 |
|  | Mechanical \& Aerospace Engineering | 03998 |
| 2021-22 | Bioengineering | 05057 |
|  | Electrical \& Computer Engineering | 04749 |
|  | Mechanical \& Aerospace Engineering | 04990 |

## Herb Alpert School of Music <br> Senate Faculty Recruitment and Hiring Analyses

The following summarizes results from an OEDI evaluation of the Senate faculty hiring process in the Herb Alpert School of Music.

## Key Findings

Metric 1: Actual vs. Expected Applicant Pool Composition
3) Females are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.
4) URGs are applying to Senate faculty positions at rates that are higher than expected, based on national availability estimates.

Metric 2: Applicant Pool Composition and Hire Demographics

1) Females are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.

## Metric 1: Actual vs. Expected Applicant Pool Composition

Charts 1 and 2 provide visualizations of the actual and expected representation of females and URGs in applicant pools, summed over an 8 -year time period ( 6 of the 8 years had eligible recruitments). Expected applicant pool composition was based on estimates of national availability. (See Appendix A for more information on availability data)

Chart 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2016-17 and 2021-22.

From Chart 1, the actual percentage of female applicants was lower than expected in 5 of the 6 years examined.

Chart 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2016-17 and 2021-22.
From Chart 2, the actual percentage of URG applicants was higher than expected in all 6 years examined.

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-byyear trends can often be explained by small counts, which will be evident in the tables.

Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)

|  | Female |  |  |  |  |  | Total Known Gender |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 61 | 48.0 | 176 | 49.6 | -1.6 | -2.0 | 127 | 355 |
| 15-16 | 25 | 30.1 | 724 | 45.3 | -15.2 | -12.6 | 83 | 1,597 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 101 | 28.6 | 1,936 | 53.9 | -25.3 | -89.3 | 353 | 3,595 |
| 18-19 | 47 | 43.1 | 4,186 | 43.1 | 0.0 | 0.0 | 109 | 9,710 |
| 19-20 | 13 | 16.3 | 6,466 | 42.1 | -25.8 | -20.6 | 80 | 15,358 |
| 20-21 | 104 | 38.4 | 1,026 | 48.3 | -9.9 | -26.8 | 271 | 2,124 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 351 | 34.3 | 14,514 | 44.3 | -10.0 | -102.3 | 1,023 | 32,739 |

Data Source: UCLA Academic Recruit

From the Total row in Table 1, when summed over 6 years, the actual percentage of female applicants (34.3\%) was $\mathbf{1 0 . 0 \%}$ lower than the expected percentage of female applicants (44.3\%), based on national availability estimates. Converting this difference percentage into headcounts, over time, the actual applicant pool contained approximately $102(10.0 \%$ of 1,023$)$ fewer females than expected.

Table 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year)

|  | URG |  |  |  |  |  | Total Known Race/Ethnicity |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 15 | 12.5 | 26 | 7.7 | 4.8 | 5.8 | 120 | 339 |
| 15-16 | 8 | 11.0 | 134 | 8.7 | 2.3 | 1.7 | 73 | 1,544 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 65 | 19.3 | 460 | 13.1 | 6.2 | 20.9 | 337 | 3,499 |
| 18-19 | 12 | 11.2 | 693 | 7.3 | 3.9 | 4.2 | 107 | 9,534 |
| 19-20 | 23 | 30.3 | 1,056 | 7.0 | 23.3 | 17.7 | 76 | 15,098 |
| 20-21 | 32 | 12.9 | 225 | 10.9 | 2.0 | 5.0 | 249 | 2,067 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 155 | 16.1 | 2,594 | 8.1 | 8.0 | 77.0 | 962 | 32,081 |

Data Source: UCLA Academic Recruit

From the Total row in Table 2, when summed over 6 years, the actual percentage of URG applicants (16.1\%) was 8.0\% higher than the expected percentage of URG applicants (8.1\%), based on national availability estimates. Converting this difference percentage into headcounts, over time, the actual applicant pool contained approximately 77 ( $10.0 \%$ of 1,023 ) more URGs than expected.

## Metric 2: Applicant Pool Composition and Hire Demographics

Tables 3 and 4 display the gender and racial/ethnic composition of applicant, shortlist, offer, and hire lists. OEDI evaluations were based on totals summed across 6 years and focused on the throughput from applicant to hire. Approximately equal proportions of applicants and hires would provide evidence of equitable practices for advancing candidates through the hiring process.

Table 3. Representation of Females at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female | Total | Female | Total | Female | Total | Female | Total |
| 14-15 | 61 (48.0) | 127 | 1 (100.0) | 1 | 1 (100.0) | 1 | 1 (100.0) | 1 |
| 15-16 | 25 (30.1) | 83 | 3 (33.3) | 9 | 1 (50.0) | 2 | 2 (66.7) | 3 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 101 (28.6) | 353 | 5 (45.4) | 11 | 2 (66.7) | 3 | 2 (66.7) | 3 |
| 18-19 | 47 (43.1) | 109 | 5 (38.5) | 13 | 1 (33.3) | 3 | 1 (33.3) | 3 |
| 19-20 | 13 (16.3) | 80 | 1 (11.1) | 9 | 0 (0.0) | 3 | 1 (25.0) | 4 |
| 20-21 | 104 (38.4) | 271 | 5 (45.4) | 11 | 2 (66.7) | 3 | 1 (50.0) | 2 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 351 (34.3) | 1,023 | 20 (37.0) | 54 | 7 (46.7) | 15 | 8 (50.0) | 16 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Gender.

From the Total row in Table 3, when summed over 6 years, the percentage of female hires (50.0\%) was 15.7\% higher than the percentage of female applicants (34.3\%).

Table 4. Representation of URGs at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | URG | Total | URG | Total | URG | Total | URG | Total |
| 14-15 | 15 (12.5) | 120 | 0 (0.0) | 1 | 0 (0.0) | 1 | 0 (0.0) | 1 |
| 15-16 | 8 (11.0) | 73 | 0 (0.0) | 9 | 0 (0.0) | 2 | 1 (100.0) | 1 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 65 (19.3) | 337 | 1 (9.1) | 11 | 0 (0.0) | 3 | 0 (0.0) | 1 |
| 18-19 | 12 (11.2) | 107 | 1 (7.7) | 13 | 1 (33.3) | 3 | 2 (66.7) | 3 |
| 19-20 | 23 (30.3) | 76 | 4 (44.4) | 9 | 2 (66.7) | 3 | 2 (50.0) | 4 |
| 20-21 | 32 (12.9) | 249 | 2 (20.0) | 10 | 0 (0.0) | 3 | 0 (0.0) | 1 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 155 (16.1) | 962 | 8 (15.1) | 53 | 3 (20.0) | 15 | 5 (45.5) | 11 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Race/Ethnicity.

From the Total row in Table 4, when summed over 6 years, the percentage of URG hires (45.5\%) was 29.4\% higher than the percentage of URG applicants (16.1\%).

## List of Recruitments Included in the Evaluation of the Herb Alpert School of Music

The following is a list of Herb Alpert School of Music recruitments included in this report, by year, department, and JPF (a unique number assigned to recruitments in UCLA Academic Recruit).

| Hire Year | Hire Department | JPF\# |
| :--- | :--- | :---: |
| $2014-15$ | Musicology | 00090 |
| $2015-16$ | Music | 00848 |
|  |  | 00849 |
|  | Musicology | 02320 |
| $2017-18$ | Ethnomusicology | 01859 |
| 2018-19 | Music | 02326 |
|  | Ethnomusicology | 03043 |
|  | Music | 03151 |
| $2019-20$ | Musicology | 03092 |
| $2020-21$ | Music | 03969 |
|  |  | 04084 |

## Letters \& Science: Division of Humanities <br> Senate Faculty Recruitment and Hiring Analyses

The following summarizes results from an OEDI evaluation of the Senate faculty hiring process in the Division of Humanities.

## Key Findings

Metric 1: Actual vs. Expected Applicant Pool Composition

1) Females are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.
2) URGs are applying to Senate faculty positions at rates that vacillate between higher and lower than expected, based on national availability estimates. A clear pattern does not emerge from these data.

Metric 2: Applicant Pool Composition and Hire Demographics
3) Females are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.
4) URGs are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.

## Metric 1: Actual vs. Expected Applicant Pool Composition

Charts 1 and 2 provide visualizations of the actual and expected representation of females and URGs in applicant pools, summed over an 8 -year time period. Expected applicant pool composition was based on estimates of national availability. (See Appendix A for more information on availability data)

Chart 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
From Chart 1, the actual percentage of female applicants has tended to be lower than expected, based on national availability estimates. Although data fluctuate by year, this trend held true in 7 of the 8 years examined.

Chart 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Chart 2 reveals inconsistency in the relationship between actual and expected percentages of URG applicants over time. In 3 of the 8 years examined, actual percentages were higher than expected; yet in the other 5 years, actual percentages were lower than expected.

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-byyear trends can often be explained by small counts, which will be evident in the tables.

Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)

|  | Female |  |  |  |  |  | Total Known Gender |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 317 | 40.1 | 2,451 | 51.4 | -11.3 | -89.4 | 791 | 4,771 |
| 15-16 | 292 | 49.8 | 10,344 | 50.6 | -0.8 | -4.7 | 586 | 20,457 |
| 16-17 | 3 | 12.5 | 1,432 | 28.0 | -15.5 | -3.7 | 24 | 5,123 |
| 17-18 | 352 | 39.4 | 5,792 | 56.1 | -16.7 | -149.1 | 893 | 10,328 |
| 18-19 | 154 | 41.6 | 4,989 | 53.1 | -11.5 | -42.6 | 370 | 9,390 |
| 19-20 | 481 | 54.6 | 8,058 | 60.9 | -6.3 | -55.5 | 881 | 13,239 |
| 20-21 | 317 | 59.7 | 4,986 | 44.0 | 15.7 | 83.4 | 531 | 11,325 |
| 21-22 | 12 | 44.4 | 453 | 48.9 | -4.5 | -1.2 | 27 | 927 |
| Total | 1,928 | 47.0 | 38,505 | 60.0 | -13.0 | -533.4 | 4,103 | 75,560 |

Data Source: UCLA Academic Recruit
From the Total row in Table 1, when summed over 8 years, the actual percentage of female applicants (47.0\%) was $\mathbf{1 3 . 0 \%}$ lower than the expected percentage of female applicants ( $60.0 \%$ ). Converting this difference percentage into headcounts, over time, the actual applicant pool contained approximately $533(13.0 \%$ of 4,103$)$ fewer females than expected.

Table 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year)

|  | URG |  |  |  |  |  | Total Known Race/Ethnicity |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | $\begin{gathered} \text { Difference } \\ \text { (Apps - Avail) } \\ \hline \end{gathered}$ |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 26 | 3.5 | 335 | 7.2 | -3.7 | -27.9 | 753 | 4,630 |
| 15-16 | 104 | 19.3 | 2,421 | 12.1 | 7.2 | 38.8 | 539 | 19,938 |
| 16-17 | 0 | 0.0 | 312 | 6.2 | -6.2 | -1.3 | 21 | 4,998 |
| 17-18 | 130 | 15.1 | 1,331 | 13.1 | 2.0 | 17.2 | 861 | 10,126 |
| 18-19 | 26 | 7.4 | 893 | 9.7 | -2.3 | -210.7 | 351 | 9,162 |
| 19-20 | 161 | 19.0 | 2,310 | 17.7 | 1.3 | 11.0 | 849 | 13,045 |
| 20-21 | 46 | 9.3 | 1,611 | 14.5 | -5.2 | -25.6 | 492 | 11,113 |
| 21-22 | 1 | 4.2 | 146 | 16.0 | -11.8 | -108.0 | 24 | 915 |
| Total | 494 | 12.7 | 9,359 | 12.7 | 0.0 | 0.0 | 3,890 | 73,927 |

Data Source: UCLA Academic Recruit
From the Total row in Table 2, when summed over 8 years, the actual percentage of URG applicants (12.7\%) was exactly the same as the expected percentage of URG applicants (12.7\%), based on national availability estimate.

## Metric 2: Applicant Pool Composition and Hire Demographics

Tables 3 and 4 display the gender and racial/ethnic composition of applicant, shortlist, offer, and hire lists. OEDI evaluations were based on totals summed across 8 years and focused on the throughput from applicant to hire. Approximately equal proportions of applicants and hires would provide evidence of equitable practices for advancing candidates through the hiring process.

Table 3. Representation of Females at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  |  |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female | Total | Female | Total | Female | Total | Female |  |
| $14-15$ | $317(40.1)$ | 791 | $9(39.1)$ | 23 | $2(33.3)$ | 6 | $2(33.3)$ |  |
| $15-16$ | $292(49.8)$ | 586 | $47(55.3)$ | 85 | $5(38.5)$ | 13 | $6(46.2)$ | 13 |
| $16-17$ | $3(12.5)$ | 24 | $0(0.0)$ | 1 | $0(0.0)$ | 1 | $0(0.0)$ | 3 |
| $17-18$ | $35(39.4)$ | 893 | $27(56.3)$ | 48 | $2(28.6)$ | 7 | $3(37.5)$ | 8 |
| $18-19$ | $154(41.6)$ | 370 | $14(60.9)$ | 23 | $5(71.4)$ | 7 | $5(62.5)$ | 8 |
| $19-20$ | $481(54.6)$ | 881 | $27(64.3)$ | 42 | $10(71.4)$ | 14 | $9(64.3)$ | 14 |
| $20-21$ | $317(60.0)$ | 531 | $20(69.0)$ | 29 | $8(72.7)$ | 11 | $3(100.0)$ | 3 |
| $21-22$ | $12(44.4)$ | 27 | $3(75.0)$ | 4 | $1(100.0)$ | 1 | $0(0.0)$ | 1 |
| Total | $\mathbf{1 , 9 2 8}(47.0)$ | $\mathbf{4 , 1 0 3}$ | $\mathbf{1 4 7 ( 5 7 . 6 )}$ | $\mathbf{2 5 5}$ | $\mathbf{3 3 ( 5 5 . 0 )}$ | $\mathbf{6 0}$ | $\mathbf{2 8}(\mathbf{5 0 . 0 )}$ | $\mathbf{5 6}$ |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Gender.

From the Total row in Table 3, when summed over 8 years, the percentage of female hires (50.0\%) was 3.0\% higher than the percentage of female applicants (47.0\%).

Table 4. Representation of URGs at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  |  |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | URG | Total | URG | Total | URG | Total | URG |  |
| $14-15$ | $26(3.5)$ | 753 | $1(4.5)$ | 22 | $0(0.0)$ | 6 | $0(0.0)$ |  |
| $15-16$ | $104(19.3)$ | 539 | $22(26.8)$ | 82 | $3(25.0)$ | 12 | $4(40.0)$ | 10 |
| $16-17$ | $0(0.0)$ | 21 | $0(0.0)$ | 1 | $0(0.0)$ | 1 | $0(0.0)$ | 2 |
| $17-18$ | $130(15.1)$ | 861 | $5(11.1)$ | 45 | $1(16.7)$ | 6 | $0(0.0)$ | 5 |
| $18-19$ | $26(7.4)$ | 351 | $0(0.0)$ | 22 | $0(0.0)$ | 6 | $0(0.0)$ | 7 |
| $19-20$ | $161(19.0)$ | 849 | $10(24.4)$ | 41 | $4(26.7)$ | 15 | $3(21.4)$ | 14 |
| $20-21$ | $46(9.3)$ | 492 | $4(13.8)$ | 29 | $0(0.0)$ | 11 | $0(0.0)$ | 3 |
| $21-22$ | $1(4.2)$ | 24 | $0(0.0)$ | 4 | $0(0.0)$ | 1 | $1(100.0)$ | 1 |
| Total | $494(12.7)$ | 3,890 | $42(17.1)$ | $\mathbf{2 4 6}$ | $\mathbf{8 ( 1 3 . 8 )}$ | 58 | $8(16.7)$ | 48 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Race/Ethnicity.

From the Total row in Table 4, when summed over 8 years, the percentage of URG hires (16.7\%) was 4.0\% higher than the percentage of URG applicants (12.7\%).

## List of Recruitments Included in the Evaluation of the Division of Humanities

The following is a list of Division of Humanities recruitments included in this report, by year, department and JPF (a unique number assigned to recruitments in UCLA Academic Recruit).

| Hire Year | Hire Department | JPF\# |
| :---: | :---: | :---: |
| 2014-15 | English | 00054 |
|  | European Languages \& Transcultural Studies | 00076 |
|  |  | 00081 |
|  | Linguistics | 00104 |
|  | Philosophy | 00070 |
| 2015-16 | Art History | 00503 |
|  | Asian Languages \& Cultures | 01708 |
|  | Comparative Literature | 00584 |
|  | English | 00428 |
|  |  | 01651 |
|  | European Languages \& Transcultural Studies | 02257 |
|  | Linguistics | 00103 |
|  |  | 00568 |
|  |  | 01734 |
|  | Slavic, East European \& Eurasian Languages | 00580 |
|  | Spanish \& Portuguese | 00556 |
|  |  | 01665 |
| 2016-17 | Asian Languages \& Cultures | 02369 |
|  | Philosophy | 01710 |
| 2017-18 | Art History | 02631 |
|  | Classics | 02506 |
|  |  | 02507 |
|  | English | 02548 |
|  | Linguistics | 02544 |
|  | Philosophy | 02499 |
|  | Spanish \& Portuguese | 02601 |
| 2018-19 | Art History | 03369 |
|  | Asian Languages \& Cultures | 03362 |
|  |  | 03671 |
|  | Classics | 03300 |
|  | English | 03233 |
|  | Near Eastern Languages \& Cultures | 03044 |
|  |  | 03055 |

Letters \& Science: Division of Humanities

|  | Slavic, East European \& Eurasian Languages | 03046 |
| :---: | :---: | :---: |
| 2019-20 | Art History | 03426 |
|  |  | 04046 |
|  | Asian Languages \& Cultures | 03362 |
|  |  | 04048 |
|  |  | 04144 |
|  | English | 03223 |
|  | European Languages \& Transcultural Studies | 03807 |
|  | Linguistics | 03825 |
|  |  | $03827$ |
|  | Spanish \& Portuguese | 03977 |
|  |  | 04188 |
| 2020-21 | Asian Languages \& Cultures | 04865 |
|  | Classics | 04704 |
|  | English | 04847 |
|  |  | 04940 |
|  | European Languages \& Transcultural Studies | 04672 |
|  | Linguistics | 05042 |
|  | Near Eastern Languages \& Cultures | 04802 |
| 2021-22 | Asian Languages \& Cultures | 04047 |

## Letters \& Science: Division of Life Sciences <br> Senate Faculty Recruitment and Hiring Analyses

The following summarizes results from an OEDI evaluation of the Senate faculty hiring process in the Division of Life Sciences.

## Key Findings

Metric 1: Actual vs. Expected Applicant Pool Composition

1) Females are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.
2) URGs are applying to Senate faculty positions at rates that are slightly lower than expected, based on national availability estimates.

Metric 2: Applicant Pool Composition and Hire Demographics

1) Females are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.

## Metric 1: Actual vs. Expected Applicant Pool Composition

Charts 1 and 2 provide visualizations of the actual and expected representation of females and URGs in applicant pools, summed over an 8 -year time period ( 7 of the 8 years had eligible recruitments). Expected applicant pool composition was based on estimates of national availability. (See Appendix A for more information on availability).

Chart 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2014-15.
From Chart 1, the actual percentage of female applicants was lower than expected in all 7 years examined.

Chart 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2014-15.
Chart 2 reveals a largely consistent pattern in which actual percentages of URG applicants were lower than expected, based on estimates of national availability. This trend held in 6 of the 7 years examined.

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-byyear trends can often be explained by small counts, which will be evident in the tables.

Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)

|  | Female |  |  |  |  |  | Total Known Gender |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | 445 | 41.6 | 29,655 | 52.7 | -11.1 | -118.7 | 1,069 | 56,226 |
| 16-17 | 27 | 20.9 | 1,573 | 48.7 | -27.8 | -35.9 | 129 | 3,229 |
| 17-18 | 43 | 23.1 | 6,057 | 48.3 | -25.2 | -46.9 | 186 | 12,539 |
| 18-19 | 266 | 41.0 | 17,509 | 53.4 | -12.4 | -80.5 | 649 | 32,795 |
| 19-20 | 505 | 43.8 | 31,752 | 60.1 | -16.3 | -187.8 | 1,152 | 52,794 |
| 20-21 | 190 | 40.3 | 7,616 | 58.0 | -17.7 | -83.4 | 471 | 13,136 |
| 21-22 | 95 | 40.2 | 6,680 | 55.5 | -15.3 | -36.1 | 236 | 12,042 |
| Total | 1,571 | 40.4 | 100,842 | 55.2 | -14.8 | -576.0 | 3,892 | 182,761 |

Data Source: UCLA Academic Recruit
From the Total row in Table 1, when summed over 7 years, the actual percentage of female applicants (40.4\%) was $\mathbf{1 4 . 8 \%}$ lower than the expected percentage of female applicants ( $55.2 \%$ ). Converting this percentage difference into headcounts, over time, there were approximately $576(14.8 \%$ of 3,892$)$ fewer female applicants than expected.

Table 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year)

|  | URG |  |  |  |  |  | Total Known Race/Ethnicity |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | 138 | 13.3 | 5,995 | 10.9 | 2.4 | 25.0 | 1,041 | 54,890 |
| 16-17 | 5 | 4.1 | 354 | 11.3 | -7.2 | -8.9 | 123 | 3,140 |
| 17-18 | 6 | 3.4 | 1,096 | 8.9 | -5.5 | -9.7 | 177 | 12,248 |
| 18-19 | 74 | 11.9 | 4,125 | 12.8 | -0.9 | -5.6 | 624 | 32,106 |
| 19-20 | 161 | 14.4 | 7,929 | 15.3 | -0.9 | -10.1 | 1,120 | 51,899 |
| 20-21 | 67 | 14.7 | 2,152 | 16.6 | -1.9 | -8.7 | 456 | 12,932 |
| 21-22 | 31 | 13.8 | 1,616 | 13.6 | 0.2 | 0.4 | 224 | 11,865 |
| Total | 482 | 12.8 | 23,267 | 13.0 | -0.2 | 7.5 | 3,765 | 179,080 |

Data Source: UCLA Academic Recruit
From the Total row in Table 2, when summed over 7 years, the actual percentage of URG applicants (12.8\%) was slightly lower than the expected percentage of URG applicants (13.0\%), based on national availability estimate. Converting this percentage difference into headcounts, over time, there were approximately $8(0.2 \%$ of 3,785 ) fewer URG applicants than expected.

## Metric 2: Applicant Pool Composition and Hire Demographics

Tables 3 and 4 display the gender and racial/ethnic composition of applicant, shortlist, offer, and hire lists. OEDI evaluations were based on totals summed across 7 years and focused on the throughput from applicant to hire. Approximately equal proportions of applicants and hires would provide evidence of equitable practices for advancing candidates through the hiring process.

Table 3. Representation of Females at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  |  |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female | Total | Female | Total | Female | Total | Female |  |
| $14-15$ | -- | -- | -- | -- | -- | -- | Total |  |
| $15-16$ | $45(41.6)$ | 1,069 | $27(55.1)$ | 49 | $12(60.0)$ | 20 | -- |  |
| $16-17$ | $27(20.9)$ | 129 | $0(0.0)$ | 7 | $0(0.0)$ | 1 | $15(60.0)$ | $1(50.0)$ |
| $17-18$ | $43(23.1)$ | 186 | $8(42.1)$ | 19 | $3(75.0)$ | 4 | $4(100.0)$ | 4 |
| $18-19$ | $266(41.0)$ | 649 | $18(50.0)$ | 36 | $5(50.0)$ | 10 | $4(44.4)$ | 9 |
| $19-20$ | $505(43.8)$ | 1,152 | $19(50.0)$ | 38 | $4(40.0)$ | 10 | $4(40.0)$ | 10 |
| $20-21$ | $190(40.3)$ | 471 | $8(40.0)$ | 20 | $2(50.0)$ | 4 | $1(25.0)$ | 4 |
| $21-22$ | $95(40.3)$ | 236 | $5(55.6)$ | 9 | $1(50.0)$ | 2 | $0(0.0)$ | 0 |
| Total | $\mathbf{1 , 5 7 1 ( 4 0 . 4 )}$ | $\mathbf{3 , 8 9 2}$ | $\mathbf{8 5 ( 4 7 . 8 )}$ | $\mathbf{1 7 8}$ | $\mathbf{2 7 ( 5 2 . 9 )}$ | $\mathbf{5 1}$ | $\mathbf{2 3 ( 5 2 . 3 )}$ |  |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Gender.

From the Total row in Table 3, when summed over 7 years, the percentage of female hires (52.3\%) was $\mathbf{1 1 . 9 \%}$ higher than the percentage of female applicants (40.4\%).

Table 4. Representation of URGs at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | URG | Total | URG | Total | URG | Total | URG | Total |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | 138 (13.3) | 1,041 | 16 (33.3) | 48 | 8 (40.0) | 20 | 6 (40.0) | 15 |
| 16-17 | 5 (4.1) | 123 | 0 (0.0) | 7 | 0 (0.0) | 1 | 0 (0.0) | 2 |
| 17-18 | 6 (3.4) | 177 | 1 (6.3) | 16 | 0 (0.0) | 4 | 0 (0.0) | 3 |
| 18-19 | 74 (11.9) | 624 | 8 (23.5) | 34 | 3 (33.3) | 9 | 2 (22.2) | 9 |
| 19-20 | 161 (14.4) | 1,120 | 10 (26.3) | 38 | 3 (30.0) | 10 | 0 (0.0) | 10 |
| 20-21 | 67 (14.7) | 456 | 2 (9.5) | 21 | 1 (20.0) | 5 | 0 (0.0) | 3 |
| 21-22 | 31 (13.8) | 224 | 1 (14.3) | 7 | 0 (0.0) | 1 | 0 (0.0) | 0 |
| Total | 482 (12.8) | 3,765 | 38 (22.2) | 171 | 15 (30.0) | 50 | 8 (19.0) | 42 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Race/Ethnicity.

From the Total row in Table 4, when summed over 7 years, the percentage of URG hires (19.0\%) was 6.2\% higher than the percentage of URG applicants (12.8\%).

## List of Recruitments Included in the Evaluation of the Division of Life Sciences

The following is a list of Division of Life Sciences recruitments included in this report, by year, department and JPF (a unique number assigned to recruitments in UCLA Academic Recruit).

| Hire Year | Hire Department | JPF\# |
| :---: | :---: | :---: |
| 2015-16 | Ecology \& Evolutionary Biology | 00342 |
|  |  | 00771 |
|  |  | 01842 |
|  |  | 01858 |
|  | Integrative Biology \& Physiology | 00317 |
|  | Molecular, Cell \& Developmental Biology | 00398 |
|  | Psychology | 00075 |
|  |  | 00078 |
|  |  | 00689 |
|  |  | 01554 |
|  |  | 01622 |
| 2016-17 | Integrative Biology \& Physiology | 02855 |
|  | Molecular, Cell \& Developmental Biology | 00771 |
| 2017-18 | Ecology \& Evolutionary Biology | 01842 |
|  |  | 02484 |
|  | Molecular, Cell \& Developmental Biology | 01727 |
|  | Psychology | 02564 |
| 2018-19 | Ecology \& Evolutionary Biology | 02545 |
|  |  | 03292 |
|  |  | 03420 |
|  | Molecular, Cell \& Developmental Biology | 03255 |
|  | Psychology | 02559 |
|  |  | 03258 |
|  |  | 03265 |
|  |  | 03313 |
| 2019-20 | Ecology \& Evolutionary Biology | 04204 |
|  | Institute for Society \& Genetics | 03304 |
|  |  | 03993 |
|  | Integrative Biology \& Physiology | 04028 |
|  | Molecular, Cell \& Developmental Biology | 03298 |
|  | Psychology | 03283 |
|  |  | 03983 |
|  |  | 03986 |
| 2020-21 | Ecology \& Evolutionary Biology | 04004 |

Letters \& Science: Division of Life Sciences

|  | Integrative Biology \& Physiology | 04444 |
| :--- | :--- | :--- |
|  | Psychology | 04523 |
| $2021-22$ | Ecology \& Evolutionary Biology | 03984 |
|  | Molecular, Cell \& Developmental Biology | 04799 |

## Letters \& Science: Division of Physical Sciences <br> Senate Faculty Recruitment and Hiring Analyses

The following summarizes results from an OEDI evaluation of the Senate faculty hiring process in the Division of Physical Sciences.

## Key Findings

Metric 1: Actual vs. Expected Applicant Pool Composition

1) Females are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.
2) URGs are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.

Metric 2: Applicant Pool Composition and Hire Demographics

1) Females are hired into Senate faculty positions at rates that are lower than expected, based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.

## Metric 1: Actual vs. Expected Applicant Pool Composition

Charts 1 and 2 provide visualizations of the actual and expected representation of females and URGs in applicant pools, summed over an 8 -year time period ( 7 of the 8 years had eligible recruitments). Expected applicant pool composition was based on estimates of national availability. (See Appendix A for more information on availability data)

Chart 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2016-17
From Chart 1, the actual percentage of female applicants was lower than expected in 6 of the 7 years examined.
Chart 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2016-17
From Chart 2, the actual percentage of URG applicants was lower than expected, in 6 of the 7 years examined.

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-byyear trends can often be explained by small counts, which will be evident in the tables.

Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)

|  | Female |  |  |  |  |  | Total Known Gender |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 58 | 22.7 | 1,080 | 40.3 | -17.6 | -44.9 | 255 | 2,679 |
| 15-16 | 166 | 20.9 | 11,175 | 42.4 | -21.5 | -171.1 | 796 | 26,332 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 111 | 23.2 | 3,065 | 37.9 | -14.7 | -70.4 | 479 | 8,082 |
| 18-19 | 119 | 25.3 | 1,466 | 38.4 | -13.1 | -61.7 | 471 | 3,822 |
| 19-20 | 102 | 20.4 | 1,484 | 29.2 | -8.8 | -44.0 | 500 | 5,090 |
| 20-21 | 29 | 15.2 | 132 | 13.0 | 2.2 | 4.2 | 191 | 1,017 |
| 21-22 | 119 | 20.7 | 3,670 | 32.9 | -12.2 | -70.2 | 575 | 11,168 |
| Total | 704 | 21.5 | 22,072 | 37.9 | -16.4 | -535.8 | 3,267 | 58,190 |

Data Source: UCLA Academic Recruit
From the Total row in Table 1, when summed over 7 years, the actual percentage of female applicants (21.5\%) was 16.4\% lower than the expected percentage of female applicants (37.9\%). Converting this percentage difference into headcounts, over time, there were approximately $536(16.4 \%$ of 3,267$)$ fewer female applicants than expected.

Table 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year)

|  | URG |  |  |  |  |  | Total Known Race/Ethnicity |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | $\begin{gathered} \text { Difference } \\ \text { (Apps - Avail) } \\ \hline \end{gathered}$ |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 15 | 6.1 | 237 | 9.1 | -3.0 | -7.4 | 247 | 2,618 |
| 15-16 | 32 | 4.1 | 3,093 | 12.0 | -7.9 | -61.5 | 779 | 25,795 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 35 | 7.6 | 837 | 10.6 | -3.0 | -13.9 | 462 | 7,882 |
| 18-19 | 54 | 12.0 | 348 | 9.3 | 2.7 | 12.1 | 449 | 3,741 |
| 19-20 | 27 | 5.5 | 427 | 8.6 | -3.1 | -15.3 | 492 | 4,981 |
| 20-21 | 10 | 5.6 | 78 | 7.8 | -2.2 | -3.9 | 178 | 995 |
| 21-22 | 44 | 8.2 | 1,021 | 9.3 | -1.1 | -5.9 | 538 | 10,946 |
| Total | 217 | 6.9 | 6,041 | 10.6 | -3.7 | 116.4 | 3,145 | 56,958 |

Data Source: UCLA Academic Recruit
From the Total row in Table 2, when summed over 7 years, the actual percentage of URG applicants (6.9\%) was 3.7\% lower than the expected percentage of URG applicants (10.6\%), based on national availability estimate. Converting this percentage difference into headcounts, over time, there were approximately $116(3.7 \%$ of 3,145$)$ fewer URG applicants than expected.

## Metric 2: Applicant Pool Composition and Hire Demographics

Tables 3 and 4 display the gender and racial/ethnic composition of applicant, shortlist, offer, and hire lists. OEDI evaluations were based on totals summed across 7 years and focused on the throughput from applicant to hire. Approximately equal proportions of applicants and hires would provide evidence of equitable practices for advancing candidates through the hiring process.

Table 3. Representation of Females at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female | Total | Female | Total | Female | Total | Female | Total |
| 14-15 | 58 (22.7) | 255 | 3 (20.0) | 15 | 0 (0.0) | 3 | 0 (0.0) | 4 |
| 15-16 | 166 (20.9) | 796 | 18 (29.5) | 61 | 6 (46.2) | 13 | 6 (30.0) | 20 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 111 (23.2) | 479 | 16 (44.4) | 36 | 2 (20.0) | 10 | 1 (11.1) | 9 |
| 18-19 | 119 (25.3) | 471 | 11 (50.0) | 22 | 3 (75.0) | 4 | 3 (60.0) | 5 |
| 19-20 | 102 (20.4) | 500 | 8 (32.0) | 25 | 2 (25.0) | 8 | 0 (0.0) | 6 |
| 20-21 | 29 (15.2) | 191 | 5 (33.3) | 15 | 0 (0.0) | 2 | 0 (0.0) | 3 |
| 21-22 | 119 (20.7) | 575 | 3 (25.0) | 12 | 1 (33.3) | 3 | 0 (0.0) | 1 |
| Total | 704 (21.5) | 3,267 | 64 (34.4) | 186 | 14 (32.6) | 43 | 10 (20.8) | 48 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Gender.

From the Total row in Table 3, when summed over 7 years, the percentage of female hires (20.8\%) was 0.7\% lower than the percentage of female applicants (21.5\%).

Table 4. Representation of URGs at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | URG | Total | URG | Total | URG | Total | URG | Total |
| 14-15 | 15 (6.1) | 247 | 1 (6.7) | 15 | 0 (0.0) | 3 | 0 (0.0) | 3 |
| 15-16 | 32 (4.1) | 779 | 3 (5.1) | 59 | 2 (15.4) | 13 | 2 (13.3) | 15 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 35 (7.6) | 462 | 5 (14.3) | 35 | 3 (30.0) | 10 | 2 (22.2) | 9 |
| 18-19 | 54 (12.0) | 449 | 5 (23.8) | 21 | 1 (25.0) | 4 | 0 (0.0) | 3 |
| 19-20 | 27 (5.5) | 492 | 2 (8.0) | 25 | 2 (25.0) | 8 | 1 (16.7) | 6 |
| 20-21 | 10 (5.6) | 178 | 1 (7.7) | 13 | 0 (0.0) | 2 | 0 (0.0) | 2 |
| 21-22 | 44 (8.2) | 538 | 1 (9.1) | 11 | 0 (0.0) | 3 | 0 (0.0) | 1 |
| Total | 217 (6.9) | 3,145 | 18 (10.1) | 179 | 8 (18.6) | 43 | 5 (12.8) | 39 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Race/Ethnicity.

From the Total row in Table 4, when summed over 7 years, the percentage of URG hires (12.8\%) was 5.9\% higher than the percentage of URG applicants (6.9\%).

## List of Recruitments Included in the Evaluation of the Division of Physical Sciences

The following is a list of Division of Physical Sciences recruitments included in this report, by year, department and JPF (a unique number assigned to recruitments in UCLA Academic Recruit).

| Hire Year | Hire Department | JPF\# |
| :---: | :---: | :---: |
| 2014-15 | Chemistry \& Biochemistry | 00046 |
|  | Physics \& Astronomy | 00101 |
|  | Statistics | 00072 |
|  |  | 00108 |
| 2015-16 | Atmospheric \& Oceanic Sciences | 00101 |
|  |  | 00519 |
|  |  | 02127 |
|  | Chemistry \& Biochemistry | 00416 |
|  |  | 01671 |
|  | Earth, Planetary \& Space Sciences | 00331 |
|  | Mathematics | 00368 |
|  |  | 01670 |
|  | Physics \& Astronomy | 00501 |
|  |  | 00553 |
|  |  | 01535 |
|  | Statistics | 00372 |
|  |  | 00450 |
| 2017-18 | Atmospheric \& Oceanic Sciences | 01871 |
|  | Chemistry \& Biochemistry | 02515 |
|  |  | 02536 |
|  | Mathematics | 01670 |
|  | Physics \& Astronomy | 01535 |
|  |  |  |
|  | Statistics | 02623 |
|  |  | 02653 |
| 2018-19 | Earth, Planetary \& Space Sciences | 02004 |
|  |  | 02628 |
|  | Physics \& Astronomy | 02640 |
|  | Statistics | 03278 |
| 2019-20 | Mathematics | 04006 |
|  | Physics \& Astronomy | 03412 |
|  |  | 04045 |
|  | Statistics | 03901 |
|  |  | 04916 |

Letters \& Science: Division of Physical Sciences

| 2020-21 | Physics \& Astronomy | 03412 |
| :--- | :--- | :--- |
|  |  | 04045 |
|  | 04189 |  |
| $2021-22$ | Chemistry \& Biochemistry | 04833 |
|  | Mathematics | 04906 |

## Letters \& Science: Division of Social Sciences <br> Senate Faculty Recruitment and Hiring Analyses

The following summarizes results from an OEDI evaluation of the Senate faculty hiring process in the Division of Social Sciences.

## Key Findings

Metric 1: Actual vs. Expected Applicant Pool Composition

1) Females are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.
2) URGs are applying to Senate faculty positions at rates that are higher than expected, based on national availability estimates.

Metric 2: Applicant Pool Composition and Hire Demographics

1) Females are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.

## Metric 1: Actual vs. Expected Applicant Pool Composition

Charts 1 and 2 provide visualizations of the actual and expected representation of females and URGs in applicant pools, summed over an 8 -year time period. Expected applicant pool composition was based on estimates of national availability. (See Appendix A for more information on availability data)

Chart 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
From Chart 1, the actual percentage of female applicants has tended to be lower than expected, based on national availability estimates. Although data fluctuate by year, this trend held true in 6 of the 8 years examined

Chart 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
From Chart 2, the actual percentage of URG applicants has tended to be higher than expected, based on national availability estimates. Although data fluctuate by year, this trend held true in 7 of the 8 years examined.

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-byyear trends can often be explained by small counts, which will be evident in the tables.

Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)

|  | Female |  |  |  |  |  | Total Known Gender |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 257 | 33.4 | 6,925 | 42.1 | -8.7 | -67.0 | 770 | 16,445 |
| 15-16 | 706 | 49.3 | 8,783 | 55.1 | -5.8 | -83.0 | 1,431 | 15,930 |
| 16-17 | 140 | 29.8 | 940 | 23.3 | 6.5 | 30.5 | 470 | 4,032 |
| 17-18 | 446 | 37.2 | 13,911 | 51.9 | -14.7 | -176.1 | 1,198 | 26,821 |
| 18-19 | 608 | 42.5 | 10,375 | 53.1 | -10.6 | -151.7 | 1,431 | 19,552 |
| 19-20 | 171 | 52.9 | 4,807 | 44.7 | 8.2 | 26.5 | 323 | 10,748 |
| 20-21 | 519 | 36.5 | 8,538 | 46.6 | -10.1 | -143.7 | 1,423 | 18,315 |
| 21-22 | 437 | 37.1 | 7,748 | 50.0 | -12.9 | -152.1 | 1,179 | 15,493 |
| Total | 3,284 | 39.9 | 62,027 | 48.7 | -8.8 | -723.8 | 8,225 | 127,336 |

Data Source: UCLA Academic Recruit
From the Total row in Table 1, when summed over 8 years, the actual percentage of female applicants (39.9\%) was $\mathbf{8 . 8 \%}$ lower than the expected percentage of female applicants (48.7\%), based on national availability estimates. Translated into headcounts, over the entire 8-year timeframe, the actual applicant pool contained approximately 724 ( $8.8 \%$ of 8,225 ) fewer females than expected.

Table 2. Comparison of URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year)

|  | URG |  |  |  |  |  | Total Known Race/Ethnicity |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 90 | 12.2 | 1,901 | 11.8 | 0.4 | 2.9 | 737 | 16,064 |
| 15-16 | 293 | 21.5 | 2,648 | 17.0 | 4.5 | 61.3 | 1,362 | 15,565 |
| 16-17 | 45 | 10.0 | 306 | 7.8 | 2.2 | 9.9 | 452 | 3,930 |
| 17-18 | 171 | 14.8 | 4,232 | 16.1 | -1.3 | -15.0 | 1,157 | 26,355 |
| 18-19 | 235 | 17.0 | 2,931 | 15.3 | 1.7 | 23.5 | 1,385 | 19,179 |
| 19-20 | 129 | 41.2 | 1,806 | 17.1 | 24.1 | 75.4 | 313 | 10,567 |
| 20-21 | 256 | 18.6 | 3,027 | 16.8 | 1.8 | 24.8 | 1,375 | 18,024 |
| 21-22 | 261 | 23.1 | 2,454 | 16.2 | 6.9 | 77.8 | 1,128 | 15,163 |
| Total | 1,480 | 18.7 | 19,305 | 15.5 | 3.2 | 253.1 | 7,909 | 124,847 |

Data Source: UCLA Academic Recruit
From the Total row in Table 2, when summed over 8 years, the actual percentage of URG applicants (18.7\%) was $\mathbf{3 . 2 \%}$ higher than the expected percentage of URG applicants (15.5\%), based on national availability estimates. Translated into headcounts, over the entire 8-year timeframe, the actual applicant pool contained approximately 253 (3.2\% of 7,909) more URGs than expected.

## Metric 2: Applicant Pool Composition and Hire Demographics

Tables 3 and 4 display the representation of females among applicants, shortlists, offers, and hires. OEDI evaluations were based on totals summed across 8 years and focused on applicants and hires. Approximately equal proportions of applicants and hires would provide evidence of overall equity in advancement through the hiring process.

Table 3. Representation of Females at Four Hiring Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered | Hired |  |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female | Total | Female | Total | Female | Total | Female |  |
| $14-15$ | $257(33.4)$ | 770 | $7(28.0)$ | 25 | $1(14.3)$ | 7 | $0(0.0)$ |  |
| $15-16$ | $706(49.3)$ | 1,431 | $29(43.9)$ | 66 | $7(41.2)$ | 17 | $11(55.0)$ | 8 |
| $16-17$ | $140(29.8)$ | 470 | $4(26.7)$ | 15 | $1(16.7)$ | 6 | $3(60.0)$ | 20 |
| $17-18$ | $446(37.2)$ | 1,198 | $25(50.0)$ | 50 | $8(50.0)$ | 16 | $7(33.3)$ | 21 |
| $18-19$ | $608(42.5)$ | 1,431 | $14(32.6)$ | 43 | $6(33.3)$ | 18 | $7(38.9)$ | 18 |
| $19-20$ | $171(52.9)$ | 323 | $5(38.5)$ | 13 | $2(40.0)$ | 5 | $6(40.0)$ | 15 |
| $20-21$ | $519(36.5)$ | 1,423 | $27(44.3)$ | 61 | $7(50.0)$ | 14 | $8(53.3)$ | 15 |
| $21-22$ | $437(37.1)$ | 1,179 | $20(48.8)$ | 41 | $7(46.7)$ | 15 | $2(100.0)$ | 2 |
| Total | $\mathbf{3 , 2 8 4 ( 3 9 . 9 )}$ | $\mathbf{8 , 2 5 5}$ | $131(41.7)$ | 314 | $39(39.8)$ | 98 | $\mathbf{4 4}(42.3)$ | $\mathbf{1 0 4}$ |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Gender.

From the Total row in Table 3, when summed over 8 years, the percentage of female hires (42.3\%) was 2.4\% higher than the percentage of female applicants (39.9\%).

Table 4. Representation of URGs at Four Hiring Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | URG | Total | URG | Total | URG | Total | URG | Total |
| 14-15 | 90 (12.2) | 737 | 4 (16.0) | 25 | 3 (42.9) | 7 | 3 (42.9) | 7 |
| 15-16 | 293 (21.5) | 1,362 | 17 (26.2) | 65 | 5 (29.4) | 17 | 5 (33.3) | 15 |
| 16-17 | 45 (10.0) | 452 | 2 (14.3) | 14 | 0 (0.0) | 6 | 1 (14.3) | 7 |
| 17-18 | 171 (14.8) | 1,157 | 10 (20.4) | 49 | 5 (33.3) | 15 | 3 (20.0) | 15 |
| 18-19 | 235 (17.0) | 1,385 | 13 (31.7) | 41 | 6 (35.5) | 17 | 6 (37.5) | 16 |
| 19-20 | 129 (41.2) | 313 | 5 (45.5) | 11 | 3 (60.0) | 5 | 5 (33.3) | 15 |
| 20-21 | 256 (18.6) | 1,375 | 15 (25.9) | 58 | 6 (46.2) | 13 | 2 (13.3) | 15 |
| 21-22 | 261 (23.1) | 1,128 | 13 (32.5) | 40 | 4 (28.6) | 14 | 2 (100.0) | 2 |
| Total | 1,4807 (18.7) | 7,909 | 79 (26.1) | 303 | 32 (45.7) | 70 | 27 (29.3) | 92 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Race/Ethnicity.

From the Total row in Table 4, when summed over 8 years, the percentage of URG hires (29.3\%) was 10.6\% higher than the percentage of URG applicants (18.7\%).

## List of Recruitments Included in Evaluation of the Division of Social Sciences

The following is a list of Division of Social Sciences recruitments included in this report, by year, department and JPF (a unique number assigned to recruitments in UCLA Academic Recruit).

| Hire Year | Hire Department | JPF\# |
| :---: | :---: | :---: |
| 2014-15 | Economics | 00092 |
|  | Geography | 00044 |
|  | Political Science | 00118 |
|  |  | 00061 |
|  | Sociology | 00116 |
| 2015-16 | Anthropology | 01338 |
|  |  | 01742 |
|  |  | 01980 |
|  | Chicana/o Studies | 00423 |
|  | Communication Studies | 00357 |
|  | Economics | 00418 |
|  | Gender Studies | 00423 |
|  |  | $01421$ |
|  | History | 01618 |
|  | Political Science | 00385 |
|  |  | 01577 |
|  | Sociology | 00307 |
|  |  | 01350 |
| 2016-17 | Aerospace Studies | 02794 |
|  | African American Studies | 00423 |
|  | Anthropology | 01980 |
|  | Communication Studies | 00357 |
|  | Economics | 01619 |
| 2017-18 | African American Studies | 02621 |
|  | Chicana/o Studies | 02988 |
|  | Communication Studies | 02627 |
|  | Economics | 00092 |
|  |  | 02624 |
|  |  | 03272 |
|  | Gender Studies | 02472 |
|  | Geography | 02059 |
|  | History | 02190 |
|  | Sociology | 02432 |

Letters \& Science: Division of Social Sciences

| 2018-19 | Anthropology | 02429 |
| :---: | :---: | :---: |
|  | Economics | 03305 |
|  |  | 04344 |
|  | Gender Studies | 02621 |
|  | History | 03204 |
|  | Political Science | 02584 |
|  |  | 03192 |
|  | Sociology | 02500 |
|  |  | 03237 |
| 2019-20 | African American Studies | 03896 |
|  | Chicana/o Studies | 04651 |
|  | Economics | 03305 |
|  |  | 04042 |
|  |  | 04344 |
|  | History | 03831 |
|  |  | 03879 |
| 2020-21 | Chicana/o Studies | 05047 |
|  | Economics | 03962 |
|  |  | 04042 |
|  |  | 05002 |
|  | Geography | 05018 |
|  | Politial Science | 03889 |
|  |  | 04796 |
|  | Sociology | 04724 |
| 2021-22 | Chicana/o Studies | 04722 |
|  | Communication Studies | 04891 |
|  | Economics | 05002 |
|  | Gender Studies | 06055 |
|  | History | 04447 |
|  |  | 04522 |
|  | Sociology | 04724 |

## Luskin School of Public Affairs <br> Senate Faculty Recruitment and Hiring Analyses

The following summarizes results from an OEDI evaluation of the Senate faculty hiring process in the Luskin School of Public Affairs.

## Key Findings

Metric 1: Actual vs. Expected Applicant Pool Composition

1) Females are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.
2) URGs are applying to Senate faculty positions at rates that are higher than expected, based on national availability estimates.

Metric 2: Applicant Pool Composition and Hire Demographics

1) Females are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.

## Metric 1: Actual vs. Expected Applicant Pool Composition

Charts 1 and 2 provide visualizations of the actual and expected representation of females and URGs in applicant pools, summed over the 5 years for which there are data. Expected applicant pool composition was based on estimates of national availability. (See Appendix A for more information on availability data)

Chart 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2014-15, 2016-17, and 2017-18
From Chart 1, the actual percentage of female applicants was lower than expected in 3 of the 5 years examined and higher than expected in 2 of the 5 years. A clear pattern was not discerned from these data.

Chart 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2014-15, 2016-17, and 2017-18
From Chart 2, the actual percentage of URG applicants was higher than expected in 3 of the 5 years examined and lower than expected in 2 of the 5 years. A clear pattern was not discerned from these data.

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-byyear trends can often be explained by small counts, which will be evident in the tables.

Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)

|  | Female |  |  |  |  |  | Total Known Gender |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | 379 | 47.7 | 11,258 | 46.7 | 1.0 | 7.9 | 794 | 24,089 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | -- | -- | -- | -- | -- | -- | -- | -- |
| 18-19 | 383 | 49.0 | 11,323 | 51.1 | -2.1 | -16.4 | 781 | 22,171 |
| 19-20 | 167 | 64.0 | 5,372 | 71.8 | -7.8 | -20.4 | 261 | 7,481 |
| 20-21 | 65 | 32.3 | 2,242 | 40.3 | -8.0 | -16.1 | 201 | 5,559 |
| 21-22 | 135 | 58.4 | 6,981 | 53.4 | 5.0 | 11.6 | 231 | 13,067 |
| Total | 1,129 | 49.8 | 37,176 | 51.4 | -1.6 | -36.3 | 2,268 | 72,367 |

Data Source: UCLA Academic Recruit
From the Total row in Table 1, when summed over the 5 years for which we have data, the actual percentage of female applicants (49.8\%) was $\mathbf{1 . 6 \%}$ lower than the expected percentage of female applicants (51.4\%). Converting this percentage difference into headcounts, over time, there were approximately $36(1.6 \%$ of 2,268$)$ fewer female applicants than expected.

Table 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year)

|  | URG |  |  |  |  |  | Total Known Race/Ethnicity |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | 95 | 12.5 | 3,422 | 14.5 | -2.0 | -15.2 | 762 | 23,675 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | -- | -- | -- | -- | -- | -- | -- | -- |
| 18-19 | 184 | 24.1 | 3,618 | 16.6 | 7.5 | 57.2 | 762 | 21,770 |
| 19-20 | 45 | 18.1 | 1,744 | 23.6 | -5.5 | -13.7 | 249 | 7,381 |
| 20-21 | 44 | 22.4 | 952 | 17.5 | 4.9 | 9.6 | 196 | 5,448 |
| 21-22 | 112 | 50.2 | 2,648 | 20.6 | 29.6 | 66.0 | 223 | 12,842 |
| Total | 480 | 21.9 | 12,384 | 17.4 | 4.5 | 98.6 | 2,192 | 71,116 |

Data Source: UCLA Academic Recruit
From the Total row in Table 2, when summed over the 5 years for which we have data, the actual percentage of URG applicants (21.9\%) was 4.5\% higher than the expected percentage of URG applicants (17.4\%). Converting this percentage difference into headcounts, over time, there were approximately $99(4.5 \%$ of 2,192$)$ more URG applicants than expected.

## Metric 2: Applicant Pool Composition and Hire Demographics

Tables 3 and 4 display the gender and racial/ethnic composition of applicant, shortlist, offer, and hire lists. OEDI evaluations were based on totals summed across the 5 years for which we have data and focused on the throughput from applicant to hire. Approximately equal proportions of applicants and hires would provide evidence of equitable practices for advancing candidates through the hiring process.

Table 3. Representation of Females at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female | Total | Female | Total | Female | Total | Female | Total |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | 379 (47.7) | 794 | 18 (40.0) | 45 | 3 (42.9) | 7 | 4 (57.1) | 7 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | -- | -- | -- | -- | -- | -- | -- | -- |
| 18-19 | 383 (49.0) | 781 | 16 (64.0) | 25 | 6 (75.0) | 8 | 5 (62.5) | 8 |
| 19-20 | 167 (64.0) | 261 | 10 (62.5) | 16 | 4 (80.0) | 5 | 4 (100.0) | 4 |
| 20-21 | 65 (32.3) | 201 | 5 (41.7) | 12 | 0 (0.0) | 3 | 1 (50.0) | 2 |
| 21-22 | 135 (58.4) | 231 | 8 (72.7) | 11 | 3 (75.0) | 4 | 1 (50.0) | 2 |
| Total | 1,129 (49.8) | 2,268 | 57 (52.3) | 109 | 16 (59.3) | 27 | 15 (65.2) | 23 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Gender.

From the Total row in Table 3, when summed over 5 years, the percentage of female hires ( $65.2 \%$ ) was $\mathbf{1 5 . 4 \%}$ higher than the percentage of female applicants (49.8\%).

Table 4. Representation of URGs at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | URG | Total | URG | Total | URG | Total | URG | Total |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | 95 (12.5) | 762 | 7 (16.3) | 43 | 0 (0.0) | 7 | 1 (14.3) | 7 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | -- | -- | -- | -- | -- | -- | -- | -- |
| 18-19 | 184 (24.1) | 762 | 12 (48.0) | 25 | 3 (37.5) | 8 | 3 (42.9) | 7 |
| 19-20 | 45 (18.1) | 249 | 4 (25.0) | 16 | 1 (20.0) | 5 | 0 (0.0) | 4 |
| 20-21 | 44 (22.4) | 196 | 6 (50.0) | 12 | 1 (33.3) | 3 | 0 (0.0) | 2 |
| 21-22 | 112 (50.2) | 223 | 10 (90.9) | 11 | 3 (75.0) | 4 | 1 (100.0) | 1 |
| Total | 480 (21.9) | 2,192 | 39 (36.4) | 107 | 8 (29.6) | 27 | 5 (23.8) | 21 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Race/Ethnicity.

From the Total row in Table 4, when summed over 5 years, the percentage of URG hires (23.8\%) was 1.9\% higher
than the percentage of URG applicants (21.9\%).

## List of Recruitments Included in the Evaluation of the Luskin School of Public Affairs

The following is a list of Luskin School of Public Affairs recruitments included in this report, by year, department, and JPF (a unique number assigned to recruitments in UCLA Academic Recruit).

| Hire Year | Hire Department | JPF\# |
| :--- | :--- | :--- |
| $2015-16$ | Public Policy | 01460 |
|  |  | 01497 |
|  | Social Welfare | 00254 |
|  |  | 01462 |
| $2018-19$ | Urban Planning | 01401 |
|  |  | 01409 |
|  | Social Welfare | 03183 |
|  |  | 03142 |
|  | Urban Planning | 03247 |
| $2019-20$ | Social Welfare | 03220 |
|  |  | 03230 |
| $2020-21$ | Urban Planning | 03948 |
|  |  | 03975 |
| $2021-22$ | Social Welfare | 03989 |
|  |  | 04014 |
|  | Urban Planning | 04805 |
|  |  | 04844 |
|  | Social Welfare | 04874 |
|  |  | 04877 |

## School of Dentistry <br> Senate Faculty Recruitment and Hiring Analyses

The following summarizes results from an OEDI evaluation of the Senate faculty hiring process in the School of Dentistry.

## Key Findings

Metric 1: Actual vs. Expected Applicant Pool Composition

1) Females are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.
2) URGs are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.

Metric 2: Applicant Pool Composition and Hire Demographics

1) Females are hired into Senate faculty positions at rates that are lower than expected, based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are lower than expected, based on their representation in applicant pools.

## Metric 1: Actual vs. Expected Applicant Pool Composition

Charts 1 and 2 provide visualizations of the actual and expected representation of females and URGs in applicant pools, summed over the 2 years for which there are data. Expected applicant pool composition was based on estimates of national availability. (See Appendix A for more information on availability data).

Chart 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: Only 2015-16 and 2018-19 had recruitments that met inclusion criteria.
From Chart 1, the actual percentage of female applicants was lower than expected in both years examined. Counts are small and these data should be interpreted with caution.

Chart 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: Only 2015-16 and 2018-19 had recruitments that met inclusion criteria.
From Chart 2, the actual percentage of URG applicants was lower than expected in 2015-16 and higher than expected in 2018-19. Counts are small and these data should be interpreted with caution.

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-byyear trends can often be explained by small counts, which are made evident in the tables.

Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)

|  | Female |  |  |  |  |  | Total Known Gender |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | 12 | 37.5 | 40 | 38.5 | -1.0 | -0.3 | 32 | 104 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | -- | -- | -- | -- | -- | -- | -- | -- |
| 18-19 | 11 | 22.4 | 257 | 39.6 | -17.2 | -8.4 | 49 | 649 |
| 19-20 | -- | -- | -- | -- | -- | -- | -- | -- |
| 20-21 | -- | -- | -- | -- | -- | -- | -- | -- |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 23 | 28.4 | 297 | 39.4 | -11.0 | 8.9 | 81 | 753 |

Data Source: UCLA Academic Recruit
From the Total row in Table 1, across the 2 years for which we have data, the actual percentage of female applicants (28.4\%) was $\mathbf{1 1 . 0 \%}$ lower than the expected percentage of female applicants (39.4\%). Converting this percentage difference into headcounts, over time, there were approximately 9 ( $11.0 \%$ of 81 ) fewer female applicants than expected. Counts are small and these data should be interpreted with caution.

Table 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year)

|  | URG |  |  |  |  |  | Total Known Race/Ethnicity |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | 1 | 3.2 | 14 | 13.6 | -10.4 | -3.2 | 31 | 103 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | -- | -- | -- | -- | -- | -- | -- | -- |
| 18-19 | 8 | 17.4 | 68 | 13.1 | 4.3 | 2.0 | 46 | 521 |
| 19-20 | -- | -- | -- | -- | -- | -- | -- | -- |
| 20-21 | -- | -- | -- | -- | -- | -- | -- | -- |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 9 | 11.7 | 82 | 13.1 | -1.4 | -1.1 | 77 | 624 |

Data Source: UCLA Academic Recruit

From the Total row in Table 2, across the 2 years for which we have data, the actual percentage of URG applicants (11.7\%) was 1.4\% lower than the expected percentage of URG applicants (13.1\%). Converting this percentage difference into headcounts, there was approximately $1(4.5 \%$ of 2,192$)$ less URG applicant than expected. Counts are small and these data should be interpreted with caution.

## Metric 2: Applicant Pool Composition and Hire Demographics

Tables 3 and 4 display the gender and racial/ethnic composition of applicant, shortlist, offer, and hire lists. OEDI evaluations were based on the 2 years for which we have data and focused on the throughput from applicant to hire. Approximately equal proportions of applicants and hires would provide evidence of equitable practices for advancing candidates through the hiring process.

Table 3. Representation of Females at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female | Total | Female | Total | Female | Total | Female | Total |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | 12 (37.5) | 32 | 1 (25.0) | 4 | 1 (33.3) | 3 | 1 (33.3) | 3 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | -- | -- | -- | -- | -- | -- | -- | -- |
| 18-19 | 11 (22.4) | 49 | 2 (20.) | 10 | 0 (0.0) | 3 | 0 (0.0) | 2 |
| 19-20 | -- | -- | -- | -- | -- | -- | -- | -- |
| 20-21 | -- | -- | -- | -- | -- | -- | -- | -- |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 23 (28.4) | 81 | 3 (21.4) | 14 | 1 (16.7) | 6 | 1 (20.0) | 5 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System
Note: Totals are based on Known Gender.
From the Total row in Table 3, when summed over 2 years, the percentage of female hires (20.0\%) was 8.4\% lower than the percentage of female applicants (28.4\%). Counts are small and these data should be interpreted with caution.

Table 4. Representation of URGs at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | URG | Total | URG | Total | URG | Total | URG | Total |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | 1 (3.2) | 31 | 0 (0.0) | 4 | 0 (0.0) | 3 | 0 (0.0) | 3 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | -- | -- | -- | -- | -- | -- | -- | -- |
| 18-19 | 8 (17.4) | 46 | 1 (12.5) | 8 | 0 (0.0) | 3 | 0 (0.0) | 2 |
| 19-20 | -- | -- | -- | -- | -- | -- | -- | -- |
| 20-21 | -- | -- | -- | -- | -- | -- | -- | -- |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 9 (11.7) | 77 | 1 (8.3) | 12 | 0 (0.0) | 6 | 0 (0.0) | 5 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Race/Ethnicity.

From the Total row in Table 4, when summed over 2 years, the percentage of URG hires ( $0.0 \%$ ) was $\mathbf{1 1 . 7 \%}$ lower than the percentage of URG applicants (11.7\%). Counts are small and these data should be interpreted with caution.

## List of Recruitments Included in the Evaluation of the School of Dentistry

The following is a list of School of Dentistry recruitments included in this report, by year and JPF (a unique number assigned to recruitments in UCLA Academic Recruit).

| Hire Year | JPF\# |
| :--- | :---: |
| $2015-16$ | 00077 |
|  | 00424 |
|  | 00725 |
| $2018-19$ | 02926 |
|  | 03508 |

## School of Law

## Senate Faculty Recruitment and Hiring Analyses

The following summarizes results from an OEDI evaluation of the Senate faculty hiring process in the School of Law.

## Key Findings

Metric 1: Actual vs. Expected Applicant Pool Composition

1) Females are applying to Senate faculty positions at rates that are higher than expected, based on national availability estimates.
2) URGs are applying to Senate faculty positions at rates that are higher than expected, based on national availability estimates.

Metric 2: Applicant Pool Composition and Hire Demographics

1) Females are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.

## Metric 1: Actual vs. Expected Applicant Pool Composition

Charts 1 and 2 provide visualizations of the actual and expected representation of females and URGs in applicant pools, summed over the 7 years for which there are data. Expected applicant pool composition was based on estimates of national availability. (See Appendix A for more information on availability data)

Chart 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2021-22
From Chart 1, the actual percentage of female applicants was higher than expected in all but most recent year examined.

Chart 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2021-22
From Chart 2, the actual percentage of URG applicants was higher than expected in 6 of the 7 years examined.

School of Law

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-byyear trends can often be explained by small counts, which will be evident in the tables.

Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)

|  | Female |  |  |  |  |  | Total Known Gender |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 67 | 43.8 | 319 | 34.5 | 9.3 | 14.2 | 153 | 924 |
| 15-16 | 10 | 35.7 | 319 | 34.5 | 1.2 | 0.3 | 28 | 924 |
| 16-17 | 65 | 42.2 | 319 | 34.5 | 7.7 | 11.9 | 154 | 924 |
| 17-18 | 58 | 40.3 | 319 | 34.5 | 5.8 | 8.4 | 144 | 924 |
| 18-19 | 77 | 36.7 | 957 | 34.5 | 2.2 | 4.6 | 210 | 2,772 |
| 19-20 | 50 | 39.7 | 319 | 34.5 | 5.2 | 6.6 | 126 | 924 |
| 20-21 | 43 | 36.4 | 944 | 47.2 | -10.8 | -12.7 | 118 | 2,000 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 370 | 39.7 | 3,496 | 37.2 | 2.5 | 23.3 | 933 | 9,392 |

Data Source: UCLA Academic Recruit
From the Total row in Table 1, when summed across 7 years, the actual percentage of female applicants (39.7\%) was $\mathbf{2 . 5 \%}$ higher than the expected percentage of female applicants (37.2\%). Converting this percentage difference into headcounts, over time, there were approximately $23(2.5 \%$ of 933$)$ more female applicants than expected.

Table 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year)

|  | URG |  |  |  |  |  | Total Known Race/Ethnicity |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 16 | 11.3 | 122 | 13.3 | -2.0 | -2.8 | 141 | 916 |
| 15-16 | 11 | 42.3 | 122 | 13.3 | 29.0 | 7.5 | 26 | 916 |
| 16-17 | 19 | 13.4 | 122 | 13.3 | 0.1 | 0.1 | 142 | 916 |
| 17-18 | 23 | 17.3 | 122 | 13.3 | 4.0 | 5.3 | 133 | 916 |
| 18-19 | 42 | 20.8 | 366 | 13.3 | 7.5 | 15.2 | 202 | 2,748 |
| 19-20 | 18 | 15.0 | 122 | 13.3 | 1.7 | 2.0 | 120 | 916 |
| 20-21 | 27 | 23.5 | 334 | 17.0 | 6.5 | 7.5 | 115 | 1,962 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 156 | 17.7 | 1,310 | 14.1 | 3.6 | 31.6 | 879 | 9,290 |

Data Source: UCLA Academic Recruit

From the Total row in Table 2, when summed over 7 years, the actual percentage of URG applicants (17.7\%) was 3.6\% higher than the expected percentage of URG applicants (14.1\%). Converting this percentage difference into headcounts, over time, there were approximately 32 ( $3.6 \%$ of 879 ) more URG applicants than expected.

## Metric 2: Applicant Pool Composition and Hire Demographics

Tables 3 and 4 display the gender and racial/ethnic composition of applicant, shortlist, offer, and hire lists. OEDI evaluations were based on totals summed across the 7 years for which we have data and focused on the throughput from applicant to hire. Approximately equal proportions of applicants and hires would provide evidence of equitable practices for advancing candidates through the hiring process.

Table 3. Representation of Females at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female | Total | Female | Total | Female | Total | Female | Total |
| 14-15 | 67 (43.8) | 153 | 11 (45.8) | 24 | 2 (66.7) | 3 | 2 (66.7) | 3 |
| 15-16 | 10 (35.7) | 28 | 0 | 0 | 0 | 0 | 0 (0.0) | 1 |
| 16-17 | 65 (42.2) | 154 | 6 (75.0) | 8 | 1 (100.0) | 1 | 1 (100.0) | 1 |
| 17-18 | 58 (40.3) | 144 | 4 (44.4) | 9 | 1 (50.0) | 2 | 1 (50.0) | 2 |
| 18-19 | 77 (36.7) | 210 | 11 (47.8) | 23 | 2 (50.0) | 4 | 2 (50.0) | 4 |
| 19-20 | 50 (39.7) | 126 | 4 (50.0) | 8 | 1 (50.0) | 2 | 1 (50.0) | 2 |
| 20-21 | 43 (36.4) | 118 | 6 (42.9) | 14 | 1 (20.0) | 5 | 0 (0.0) | 2 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 370 (39.7) | 933 | 42 (55.3) | 76 | 8 (47.1) | 17 | 7 (46.7) | 15 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Gender.

From the Total row in Table 3, when summed over 7 years, the percentage of female hires (46.7) was $7.0 \%$ higher than the percentage of female applicants (39.7\%).

Table 4. Representation of URGs at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | URG | Total | URG | Total | URG | Total | URG | Total |
| 14-15 | 16 (11.3) | 141 | 1 (5.0) | 20 | 1 (50.0) | 2 | 1 (33.3) | 3 |
| 15-16 | 11 (42.3) | 26 | 0 | 0 | 0 | 0 | 0 (0.0) | 1 |
| 16-17 | 19 (13.4) | 142 | 0 (0.0) | 7 | 0 (0.0) | 1 | 0 (0.0) | 1 |
| 17-18 | 23 (17.3) | 133 | 2 (22.2) | 9 | 0 (0.0) | 2 | 0 (0.0) | 2 |
| 18-19 | 42 (20.8) | 202 | 8 (34.8) | 23 | 2 (50.0) | 4 | 2 (50.0) | 4 |
| 19-20 | 18 (15.0) | 120 | 0 (0.0) | 8 | 0 (0.0) | 2 | 0 (0.0) | 2 |
| 20-21 | 27 (23.5) | 115 | 3 (21.4) | 14 | 2 (40.0) | 5 | 1 (50.0) | 2 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 156 (17.7) | 879 | 14 (17.3) | 81 | 5 (31.3) | 16 | 4 (26.7) | 15 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Race/Ethnicity.

From the Total row in Table 4, when summed over 7 years, the percentage of URG hires (26.7) was 9.0\% higher than the percentage of URG applicants (17.7\%).

## List of Recruitments Included in the Evaluation of the School of Law

The following is a list of School of Law recruitments included in this report, by year and JPF (a unique number assigned to recruitments in UCLA Academic Recruit).

| Hire Year | JPF\# |
| :--- | :---: |
| $2014-15$ | 00050 |
| $2015-16$ | 00324 |
| $2016-17$ | 01440 |
| $2017-18$ | 02446 |
| $2018-19$ | 02448 |
| 203238 |  |
| $2020-21$ | 03240 |

## School of Nursing

## Senate Faculty Recruitment and Hiring Analyses

The following summarizes results from an OEDI evaluation of the Senate faculty hiring process in the School of Nursing.

## Key Findings

Metric 1: Actual vs. Expected Applicant Pool Composition

1) Females are applying to Senate faculty positions at rates that are lower than expected*, based on national availability estimates.
2) URGs are applying to Senate faculty positions at rates that are higher than expected, based on national availability estimates.

Metric 2: Applicant Pool Composition and Hire Demographics

1) Females are hired into Senate faculty positions at rates that are higher than expected*, based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.
*In the School of Nursing, lower than expected female percentages may actually be the desired outcome.

## Metric 1: Actual vs. Expected Applicant Pool Composition

Charts 1 and 2 provide visualizations of the actual and expected representation of females and URGs in applicant pools, summed over the 7 years for which there are data. Expected applicant pool composition was based on estimates of national availability. (See Appendix A for more information on availability data)

Chart 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2016-17.
From Chart 1, the actual percentage of female applicants was higher than expected in 3 out of 7 years and lower than expected in the other 4 years. Nursing is a school in which the desired outcome may be for fewer females to address low counts of males in the field. A clear pattern was not, however, discerned from these data.

Chart 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2016-17.
From Chart 2, the actual percentage of URG applicants was higher than expected in 4 of the 7 years examined. Importantly, however, percentages were 0 in the other 3 years.

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-byyear trends can often be explained by small counts, which will be evident in the tables.

Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)

|  | Female |  |  |  |  |  | Total Known Gender |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 3 | 75.0 | 1,916 | 93.2 | -18.2 | -0.7 | 4 | 2,056 |
| 15-16 | 16 | 100.0 | 4,130 | 93.1 | 6.9 | 1.1 | 16 | 4,436 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 13 | 100.0 | 4,152 | 93.2 | 6.8 | 0.9 | 13 | 4,454 |
| 18-19 | 15 | 78.9 | 4,202 | 92.8 | -13.9 | -2.6 | 19 | 4,530 |
| 19-20 | 25 | 89.3 | 14,484 | 93.9 | -4.6 | -1.3 | 28 | 15,426 |
| 20-21 | 6 | 75.0 | 5,285 | 93.8 | -18.8 | -1.5 | 8 | 5,636 |
| 21-22 | 2 | 100.0 | 2,107 | 92.6 | 7.4 | 0.1 | 2 | 2,276 |
| Total | 80 | 88.9 | 36,276 | 93.5 | -4.6 | -4.1 | 90 | 38.814 |

Data Source: UCLA Academic Recruit
From the Total row in Table 1, when summed across 7 years, the actual percentage of female applicants (88.9\%) was $4.6 \%$ lower than the expected percentage of female applicants ( $93.5 \%$ ). Converting this percentage difference into headcounts, over time, there were approximately $4(4.6 \%$ of 90$)$ fewer female applicants than expected.

Table 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year)

|  | URG |  |  |  |  |  | Total Known Race/Ethnicity |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 0 | 0.0 | 240 | 11.8 | -11.8 | -0.5 | 4 | 2,026 |
| 15-16 | 4 | 25.0 | 627 | 14.3 | 10.7 | 1.7 | 16 | 4,379 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 0 | 0.0 | 648 | 14.8 | -14.8 | -1.9 | 13 | 4,392 |
| 18-19 | 3 | 16.7 | 680 | 15.2 | 1.5 | 0.3 | 18 | 4,460 |
| 19-20 | 5 | 19.2 | 1,836 | 12.0 | 7.2 | 1.9 | 26 | 15,246 |
| 20-21 | 5 | 62.5 | 633 | 11.4 | 51.1 | 4.1 | 8 | 5,563 |
| 21-22 | 0 | 0.0 | 412 | 18.2 | -18.2 | -0.4 | 2 | 2,258 |
| Total | 17 | 19.5 | 5,076 | 13.2 | 6.3 | 5.5 | 87 | 38,324 |

Data Source: UCLA Academic Recruit

From the Total row in Table 2, when summed over 7 years, the actual percentage of URG applicants (19.5\%) was 6.3\% higher than the expected percentage of URG applicants (13.2\%). Converting this percentage difference into headcounts, over time, there were approximately 6 ( $6.3 \%$ of 87 ) more URG applicants than expected.

## Metric 2: Applicant Pool Composition and Hire Demographics

Tables 3 and 4 display the gender and racial/ethnic composition of applicant, shortlist, offer, and hire lists. OEDI evaluations were based on totals summed across the 7 years for which we have data and focused on the throughput from applicant to hire. Approximately equal proportions of applicants and hires would provide evidence of equitable practices for advancing candidates through the hiring process.

Table 3. Representation of Females at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female | Total | Female | Total | Female | Total | Female | Total |
| 14-15 | 3 (75.0) | 4 | 1 (100.0) | 1 | 1 (100.0) | 1 | 1 (100.0) | 1 |
| 15-16 | 16 (100.0) | 16 | 7 (100.0) | 7 | 4 (100.0) | 4 | 2 (100.0) | 2 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 13 (100.0) | 13 | 7 (100.0) | 7 | 2 (100.0) | 2 | 3 (100.0) | 3 |
| 18-19 | 15 (78.9) | 19 | 6 (66.7) | 9 | 2 (66.7) | 3 | 1 (50.0) | 2 |
| 19-20 | 25 (89.3) | 28 | 9 (100.0) | 9 | 5 (100.0) | 5 | 5 (100.0) | 5 |
| 20-21 | 6 (75.0) | 8 | 2 (66.7\%) | 3 | 0 (0.0) | 1 | 0 (0.0) | 0 |
| 21-22 | 2 (100.0) | 2 | 2 (100.0) | 2 | 2 (100.0) | 2 | 1 (100.0) | 1 |
| Total | 80 (88.9) | 90 | 34 (89.5) | 38 | 16 (88.9) | 18 | 13 (92.9) | 14 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Gender.

From the Total row in Table 3, when summed over 7 years, the percentage of female hires (92.9) was 4.0\% higher than the percentage of female applicants (88.7\%).

Table 4. Representation of URGs at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | URG | Total | URG | Total | URG | Total | URG | Total |
| 14-15 | 0 (0.0) | 4 | 0 (0.0) | 1 | 0 (0.0) | 1 | 0 (0.0) | 1 |
| 15-16 | 4 (25.0) | 16 | 1 (14.3) | 7 | 1 (25.0) | 4 | 1 (50.) | 2 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 0 (0.0) | 13 | 0 (0.0) | 7 | 0 (0.0) | 2 | 1 (33.3) | 3 |
| 18-19 | 3 (16.7) | 18 | 2 (22.2) | 9 | 0 (0.0) | 3 | 0 (0.0) | 2 |
| 19-20 | 5 (19.2) | 26 | 1 (11.1) | 9 | 1 (20.0) | 5 | 1 (20.0) | 5 |
| 20-21 | 5 (62.5) | 8 | 2 (66.7) | 3 | 1 (100.0) | 1 | 0 (0.0) | 0 |
| 21-22 | 0 (0.0) | 2 | 0 (0.0) | 2 | 0 (0.0) | 2 | 0 (0.0) | 1 |
| Total | 17 (19.5) | 87 | 6 (15.8) | 38 | 3 (16.7) | 18 | 3 (21.4) | 14 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Race/Ethnicity.

From the Total row in Table 4, when summed over 7 years, the percentage of URG hires (21.4) was 1.9\% higher than the percentage of URG applicants (19.5\%).

## List of Recruitments Included in the Evaluation of the School of Nursing

The following is a list of School of Nursing recruitments included in this report, by year and JPF (a unique number assigned to recruitments in UCLA Academic Recruit).

| Hire Year | JPF\# |
| :--- | :---: |
| $2014-15$ | 00179 |
| $2015-16$ | 00534 |
| $2017-18$ | 01712 |
| $2018-19$ | 02408 |
| $2019-20$ | 03409 |
|  | 03270 |
| $2020-21$ | 04970 |
| $2021-22$ | 04057 |

## School of the Arts \& Architecture Senate Faculty Recruitment and Hiring Analyses

The following summarizes results from an OEDI evaluation of the Senate faculty hiring process in the School of the Arts \& Architecture.

## Key Findings

Metric 1: Actual vs. Expected Applicant Pool Composition

1) Females are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.
2) URGs are applying to Senate faculty positions at rates that are slightly higher than expected, based on national availability estimates.

Metric 2: Applicant Pool Composition and Hire Demographics

1) Females are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are lower than expected, based on their representation in applicant pools.

## Metric 1: Actual vs. Expected Applicant Pool Composition

Charts 1 and 2 provide visualizations of the actual and expected representation of females and URGs in applicant pools, summed over the 5 years for which there are data. Expected applicant pool composition was based on estimates of national availability. (See Appendix A for more information on availability data)

Chart 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2014-15, 2016-17, and 2021-22.

From Chart 1, the actual percentage of female applicants was lower than expected in 4 of the 5 years examined.

Chart 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2014-15, 2016-17, and 2021-22.
From Chart 2, the actual percentage of URG applicants was higher than expected in 3 of the 5 years examined and lower than expected in the other 2 years. A clear pattern was not discerned from these data.

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-byyear trends can often be explained by small counts, which will be evident in the tables.

Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)

|  | Female |  |  |  |  |  | Total Known Gender |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | 30 | 39.5 | 106 | 49.5 | -10.0 | -7.6 | 76 | 214 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 103 | 47.2 | 251 | 55.2 | -8.0 | -17.4 | 218 | 455 |
| 18-19 | 136 | 64.8 | 276 | 60.5 | 4.3 | -9.0 | 210 | 456 |
| 19-20 | 133 | 49.8 | 404 | 56.2 | -6.4 | -17.1 | 267 | 719 |
| 20-21 | 202 | 44.7 | 1,265 | 52.7 | -8.0 | -36.2 | 452 | 2,402 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 604 | 49.4 | 2,302 | 54.2 | -4.8 | -58.7 | 1,223 | 4,246 |

Data Source: UCLA Academic Recruit
From the Total row in Table 1, when summed across 5 years, the actual percentage of female applicants (49.4\%) was $4.8 \%$ lower than the expected percentage of female applicants ( $54.2 \%$ ). Converting this percentage difference into headcounts, over time, there were approximately $59(4.8 \%$ of 1,223$)$ fewer female applicants than expected.

Table 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year)

|  | URG |  |  |  |  |  | Total Known Race/Ethnicity |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | 7 | 9.6 | 23 | 11.1 | -1.5 | -1.1 | 73 | 207 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 28 | 13.7 | 57 | 12.8 | 0.9 | 1.8 | 204 | 446 |
| 18-19 | 38 | 18.8 | 63 | 14.1 | 4.7 | 9.5 | 202 | 448 |
| 19-20 | 55 | 21.7 | 101 | 14.4 | 7.3 | 18.5 | 253 | 700 |
| 20-21 | 73 | 17.3 | 453 | 19.4 | -2.1 | -8.8 | 421 | 2,325 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 201 | 17.4 | 697 | 16.9 | 0.5 | 5.8 | 1,153 | 4,126 |

Data Source: UCLA Academic Recruit
From the Total row in Table 2, when summed over 5 years, the actual percentage of URG applicants (17.4\%) was $\mathbf{0 . 5 \%}$ higher than the expected percentage of URG applicants (16.9\%). Converting this percentage difference into headcounts, over time, there were approximately $6(0.5 \%$ of 1,153$)$ more URG applicants than expected.

## Metric 2: Applicant Pool Composition and Hire Demographics

Tables 3 and 4 display the gender and racial/ethnic composition of applicant, shortlist, offer, and hire lists. OEDI evaluations were based on totals summed across the 5 years for which we have data and focused on the throughput from applicant to hire. Approximately equal proportions of applicants and hires would provide evidence of equitable practices for advancing candidates through the hiring process.

Table 3. Representation of Females at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female | Total | Female | Total | Female | Total | Female | Total |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | 30 (39.5) | 76 | 1 (25.0) | 4 | 1 (100.0) | 1 | 0 (0.0) | 0 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 103 (47.2) | 218 | 3 (42.9) | 7 | 1 (50.0) | 2 | 1 (50.0) | 2 |
| 18-19 | 136 (64.8) | 210 | 5 (71.4) | 7 | 2 (66.7) | 3 | 2 (66.7) | 3 |
| 19-20 | 133 (49.8) | 267 | 8 (88.9) | 9 | 3 (75.0) | 4 | 1 (50.0) | 2 |
| 20-21 | 202 (44.7) | 452 | 13 (52.0) | 25 | 4 (57.1) | 7 | 1 (100.0) | 1 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 604 (49.4) | 1,223 | 31 (59.6) | 52 | 11 (64.7) | 17 | 5 (62.5) | 8 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Gender.

From the Total row in Table 3, when summed over 5 years, the percentage of female hires (62.5\%) was 13.1\% higher than the percentage of female applicants (49.4\%).

Table 4. Representation of URGs at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | URG | Total | URG | Total | URG | Total | URG | Total |
| 14-15 | -- | -- | -- | -- | -- | -- | -- | -- |
| 15-16 | 7 (9.6) | 73 | 0 (0.0) | 3 | 0 (0.0) | 0 | 0 (0.0) | 1 |
| 16-17 | -- | -- | -- | -- | -- | -- | -- | -- |
| 17-18 | 28 (13.7) | 204 | 1 (14.3) | 7 | 1 (50.0) | 2 | 0 (0.0) | 1 |
| 18-19 | 38 (18.8) | 202 | 1 (14.3) | 7 | 1 (33.3) | 3 | 0 (0.0) | 2 |
| 19-20 | 55 (21.7) | 253 | 2 (16.7) | 12 | 1 (25.0) | 4 | 1 (33.3) | 3 |
| 20-21 | 73 (17.3) | 421 | 7 (29.2) | 24 | 2 (28.6) | 7 | 0 (0.0) | 2 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 201 (17.4) | 1,153 | 11 (20.8) | 53 | 5 (31.3) | 16 | 1 (11.1) | 9 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Race/Ethnicity.

From the Total row in Table 4, when summed over 5 years, the percentage of URG hires (11.1\%) was 6.3\% lower
than the percentage of URG applicants (17.4\%).

## List of Recruitments Included in the Evaluation of the School of the Arts \& Architecture

The following is a list of School of the Arts \& Architecture recruitments included in this report, by year, department, and JPF (a unique number assigned to recruitments in UCLA Academic Recruit).

| Hire Year | Hire Department | JPF\# |
| :--- | :--- | :--- |
| $2015-16$ | Design \| Media Arts | 01785 |
| $2017-18$ | Art | 02230 |
|  | Design \| Media Arts | 02612 |
| $2018-19$ | Art | 03129 |
|  | World Arts \& Cultures/Dance | 02114 |
| $2019-20$ | Architecture \& Urban Design | 03504 |
|  | Art | 03144 |
| $2020-21$ | Architecture \& Urban Design | 03979 |
|  |  | 04309 |
|  | Design \| Media Arts | 04323 |
|  |  | 05040 |
|  | World Arts \& Culture/Dance | 04623 |
|  |  | 04624 |

## School of Theater, Film and Television <br> Senate Faculty Recruitment and Hiring Analyses

The following summarizes results from an OEDI evaluation of the Senate faculty hiring process in the School of Theater, Film and Television.

## Key Findings

Metric 1: Actual vs. Expected Applicant Pool Composition

1) Females are applying to Senate faculty positions at rates that are lower than expected, based on national availability estimates.
2) URGs are applying to Senate faculty positions at rates that are higher than expected, based on national availability estimates.

Metric 2: Applicant Pool Composition and Hire Demographics

1) Females are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are higher than expected, based on their representation in applicant pools.

## Metric 1: Actual vs. Expected Applicant Pool Composition

Charts 1 and 2 provide visualizations of the actual and expected representation of females and URGs in applicant pools, summed over the 6 years for which there are data. Expected applicant pool composition was based on estimates of national availability. (See Appendix A for more information on availability data)

Chart 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2019-20 and 2021-22.

From Chart 1, the actual percentage of female applicants was lower than expected in 4 of the 6 years examined and higher than expected in the other 2 years. More data are needed to identify a clear pattern.

Chart 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year).


Data Source: UCLA Academic Recruit
Note: No recruitments met inclusion criteria in 2019-20 and 2021-22.
From Chart 2, the actual percentage of URG applicants was higher than expected in 3 of the 6 years examined and lower than expected in the other 3 years. More data are needed to identify a clear pattern.

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-byyear trends can often be explained by small counts, which will be evident in the tables.

Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)

|  | Female |  |  |  |  |  | Total Known Gender |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 140 | 40.5 | 947 | 63.1 | -22.6 | -78.2 | 346 | 1,501 |
| 15-16 | 182 | 41.4 | 726 | 53.3 | -11.9 | -162.0 | 440 | 1,361 |
| 16-17 | 10 | 62.5 | 700 | 55.9 | 6.6 | 1.1 | 16 | 1,253 |
| 17-18 | 76 | 43.7 | 68 | 43.3 | 0.4 | 0.7 | 174 | 157 |
| 18-19 | 33 | 42.9 | 90 | 43.3 | -0.4 | -0.3 | 77 | 208 |
| 19-20 | -- | -- | -- | -- | -- | -- | -- | -- |
| 20-21 | 26 | 40.0 | 972 | 51.5 | -11.5 | -7.5 | 65 | 1,888 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 467 | 41.8 | 3,503 | 55.0 | -13.2 | 147.6 | 1,118 | 6,368 |

Data Source: UCLA Academic Recruit
From the Total row in Table 1, when summed across 6 years, the actual percentage of female applicants (41.8\%) was 13.2\% lower than the expected percentage of female applicants (55.0\%). Converting this percentage difference into headcounts, over time, there were approximately $148(13.2 \%$ of 1,118$)$ fewer female applicants than expected.

Table 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year)

|  | URG |  |  |  |  |  | Total Known Race/Ethnicity |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Applicants |  | Availability Pool |  | Difference (Apps - Avail) |  | Apps | Avail |
|  | N | \% | N | \% | \% | N | N | N |
| 14-15 | 66 | 20.7 | 175 | 12.2 | 8.5 | 27.1 | 319 | 1,436 |
| 15-16 | 48 | 11.7 | 118 | 8.8 | 2.9 | 11.9 | 410 | 1,341 |
| 16-17 | 1 | 6.3 | 115 | 9.3 | -3.0 | -0.5 | 16 | 1,234 |
| 17-18 | 22 | 13.5 | 18 | 11.5 | 2.0 | 3.3 | 163 | 156 |
| 18-19 | 8 | 10.4 | 27 | 13.1 | -2.7 | -2.1 | 77 | 206 |
| 19-20 | -- | -- | -- | -- | -- | -- | -- | -- |
| 20-21 | 8 | 13.3 | 256 | 13.8 | -0.5 | -0.3 | 60 | 1,852 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 153 | 14.6 | 709 | 11.4 | 3.2 | 33.4 | 1,045 | 6,225 |

Data Source: UCLA Academic Recruit
From the Total row in Table 2, when summed over 6 years, the actual percentage of URG applicants (14.6\%) was 3.2\% higher than the expected percentage of URG applicants (11.4\%). Converting this percentage difference into headcounts, over time, there were approximately 33 ( $3.2 \%$ of 1,045 ) more URG applicants than expected.

## Metric 2: Applicant Pool Composition and Hire Demographics

Tables 3 and 4 display the gender and racial/ethnic composition of applicant, shortlist, offer, and hire lists. OEDI evaluations were based on totals summed across the 6 years for which we have data and focused on the throughput from applicant to hire. Approximately equal proportions of applicants and hires would provide evidence of equitable practices for advancing candidates through the hiring process.

Table 3. Representation of Females at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female | Total | Female | Total | Female | Total | Female | Total |
| 14-15 | 140 (40.4) | 346 | 6 (42.9) | 14 | 4 (80.0) | 5 | 3 (60.0) | 5 |
| 15-16 | 182 (41.4) | 440 | 10 (55.6) | 18 | 3 (50.0) | 6 | 3 (50.0) | 6 |
| 16-17 | 10 (62.5) | 16 | 3 (100.0) | 3 | 2 (100.0) | 2 | 1 (100.0) | 1 |
| 17-18 | 76 (43.7) | 174 | 8 (72.7) | 11 | 2 (66.7) | 3 | 2 (66.7) | 3 |
| 18-19 | 33 (42.9) | 77 | 2 (66.7) | 3 | 1 (100.0) | 1 | 1 (100.0) | 1 |
| 19-20 | -- | -- | -- | -- | -- | -- | -- | -- |
| 20-21 | 26 (40.0) | 65 | 4 (57.1) | 7 | 1 (50.0) | 2 | 2 (100.0) | 2 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 467 (41.8) | 1,118 | 33 (58.9) | 56 | 13 (68.4) | 19 | 12 (66.7) | 18 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Gender.

From the Total row in Table 3, when summed over 6 years, the percentage of female hires ( $66.7 \%$ ) was $\mathbf{2 4 . 9 \%}$ higher than the percentage of female applicants (41.8\%).

Table 4. Representation of URGs at Applicant, Shortlist, Offer, and Hire Stages, 2014-15 through 2021-22 (partial year)

|  | Applied |  | Shortlisted |  | Offered |  | Hired |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | URG | Total | URG | Total | URG | Total | URG | Total |
| 14-15 | 66 (20.7) | 319 | 2 (15.4) | 13 | 0 (0.0) | 5 | 0 (0.0) | 5 |
| 15-16 | 48 (11.7) | 410 | 5 (29.4) | 17 | 3 (50.0) | 6 | 3 (50.0) | 6 |
| 16-17 | 1 (6.3) | 16 | 0 (0.0) | 3 | 0 (0.0) | 2 | 0 (0.0) | 1 |
| 17-18 | 22 (13.5) | 163 | 2 (18.2) | 11 | 1 (33.3) | 3 | 1 (33.3) | 3 |
| 18-19 | 8 (10.4) | 77 | 1 (33.3) | 3 | 1 (100.0) | 1 | 1 (100.0) | 1 |
| 19-20 | -- | -- | -- | -- | -- | -- | -- | -- |
| 20-21 | 8 (13.3) | 60 | 2 (28.6) | 7 | 1 (50.0) | 2 | 0 (0.0) | 2 |
| 21-22 | -- | -- | -- | -- | -- | -- | -- | -- |
| Total | 153 (14.6) | 1,045 | 12 (22.2) | 54 | 6 (31.6) | 19 | 5 (27.8) | 18 |

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; Hire Data Source: UCLA Payroll System Note: Totals are based on Known Race/Ethnicity.

From the Total row in Table 4, when summed over 6 years, the percentage of URG hires (27.8\%) was 13.2\% higher than the percentage of URG applicants (14.6\%).

## List of Recruitments Included in the Evaluation of the School of Theater, Film and Television

The following is a list of School of Theater, Film and Television recruitments included in this report, by year, department, and JPF (a unique number assigned to recruitments in UCLA Academic Recruit).

| Hire Year | Hire Department | JPF\# |
| :--- | :--- | :--- |
| $2014-15$ | Film, TV \& Digital Media | 00169 |
|  | Theater | 00156 |
|  |  | 00164 |
|  |  | 00178 |
| $2015-16$ | Film, TV \& Digital Media | 00613 |
|  |  | 00614 |
|  |  | 00620 |
|  |  | 01805 |
| $2016-17$ | Theater | 00696 |
| $2017-18$ | Theater | 01686 |
| $2018-19$ | Film, TV \& Digital Media | 02494 |
| $2020-21$ | Film, TV \& Digital Media | 02590 |
|  | Theater | 03396 |

## Appendix A. Availability Data Sources and Calculations

The availability data included in this report were collected from the UCLA Academic Recruit system, which is a local version of the systemwide online recruitment and hire tracking system usually referred to as UC Recruit. Availability data are provided by UCOP and are updated annually by system administrators at UC Irvine.

The main source for availability data in UC Recruit is the Survey of Earned Doctorates (SED), which is an annual census of all individuals receiving a research doctorate from an accredited U.S. institutuion. The Survey is sponsored by the National Science Foundation, National Institutes of Health, U.S. Department of Education, and National Endowment for the Humanities. UCOP receives annual files from the organization (currently RTI) contracted to administer the survey. Data are provided in aggregate to protect privacy.

Availability data for medical fields is sourced from the annual U.S. Medical School Faculty Roster report, available from the Association of American Medical Colleges. The roster report includes information about department, rank, tenure-status, sex, and race/ethnicity of a national distribution of full-time medical faculty.

Finally, availability for Law and Librarian positions is based on data from the Integrated Postsecondary Education Statistics (IPEDS) Completions Survey. IPEDS collects data on the number of postsecondary awards earned (completions) by field of study, award level, recipient race/ethnicity and gender, and more.

Availability data from these three sources populate Applicant Pool and Shortlist reports when analysts create new recruitments, based on the analyst's selection of one or more fields of study and anticipated hire title codes. Administrators have access to the complete and current availability data in the UC Recruit system

## Appendix B. UCLA Academic Recruit Demographic Survey

A demographic survey is embedded in UCLA Recruit and applicants are encouraged, but not required, to respond during the application process. Gender identity and sexual orientation were recently added and there are not yet enough responses to analyze. Applicant, shortlist, and offer demographics are drawn from this survey.

## Invitation to Self-Identify Gender, Race and Ethnicity

The University of California strives to create an inclusive environment for all constituents. As part of this effort, it is important to understand the demographic profile of the entire UC Community. The questions below are voluntary, but sharing this information will provide important and meaningful data regarding the diversity of our employees. For additional questions you may have, please see our FAQ (/downloads/demographic_survey_faq.pdf). Your responses will be kept confidential.

## 1) What is your gender identity?

Female
Male
Trans Female/Trans Woman
Trans Male/Trans Man
Genderqueer or Nonbinary Gender
Different Identity
Decline to State
2) Do you consider yourself to be:

Heterosexual or Straight
Gay or Lesbian
Bisexual
Not listed above
Decline to State

## 3) Are you Hispanic or Latino?

YES, I am Hispanic or Latino

Mexican/Mexican American/Chicano. A person of Mexican culture or origin regardless of race.
Latin American/Latino. A person of Latin American (e.g. Central American, South American, Cuban, Puerto Rican) culture or origin regardless of race.
Other Spanish/Spanish American. A person of Spanish culture or origin, not included in any of the Hispanic categories listed above.

NO, I am not Hispanic or Latino
Decline to state
4) In addition, select one or more of the following racial categories that best describe you, if applicable.

## AMERICAN INDIAN OR ALASKA NATIVE

A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.

## ASIAN

## Chinese/Chinese American

A person having origins in any of the original peoples of China.

## Filipino/Pilipino

A person having origins in any of the original peoples of the Philippine Islands.

## Japanese/Japanese American

A person having origins in any of the original peoples of Japan.
Korean/Korean American
A person having origins in any of the original peoples of Korea.
Pakistani/East Indian
A person having origins in any of the original peoples of the Indian subcontinent (e.g., India and Pakistan).

## Vietnamese/Vietnamese American

A person having origins in any of the original peoples of Vietnam.

## Other Asian

A person having origins in any of the original peoples of the Far East or South East Asia (including Cambodia, Malaysia and Thailand).

## BLACK OR AFRICAN AMERICAN

A person having origins in any of the Black racial groups of Africa.

## NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER

A person having origins in any of the original peoples of Hawaii, Guam, Samoa or other Pacific Island.

## WHITE

## European

A person having origins in any of the original peoples of Europe.
Middle Eastern
A person having origins in any of the original peoples of the Middle East.
North African
A person having origins in any of the original peoples of North Africa.
White (not specified)
A person having origins in any of the original peoples of Europe, the Middle East, or North Africa (region not specified).

## Decline to state

## Appendix C. UCLA Payroll Demographic Data

UCLA employees who were hired prior to the advent of UCPath in 2018 self-reported gender and race/ethnicity using a paper payroll Personnel Data Form. Information from this form was entered into the UCLA payroll system and could only be changed by academic personnel and payroll staff.

Since UCPath was adopted, new hires have been required to respond to a binary gender self identification question through a paper payroll Personnel Data Form. These responses cannot be changed in UCPath. However, race/ethnicity, veteran status, disability status, sexual orientation, and the non-binary gender identity self-identification questions are voluntary. Employees can choose to selfidentify and change a self-identification selection at any time during their employment by accessing their personal profile in UCPath.

Racial and ethnic questions did not change from the old payroll system to UCPath, but more detail is retrievable through UCPath. Below is a picture of the paper Personnel Data form used prior to UCPath.

VOLUNTARY SELF-IDENTIFICATION OF RACE, ETHNICITY AND VETERAN STATUS
U5605 (R10/14) University of California Human Resources

| EMPLOYEE NAME (LAST, FIRST, MIDDLE INTIAL) |
| :--- |

The University of California is a federal contractor and recipient of federal funds subject to affirmative action requirements set forth in Executive Order 11246, as amended. The University's status as a federal contractor obligates it to maintain and analyze certain data with respect to the race and ethnicity of its workforce. In order to comply with these regulations the University requests its employees to voluntarily self-identify their race and ethnicity. The information provided will be kept confidential and used only in ways that are in accordance with federal and state laws, executive orders, and regulations, including those which require the information to be summarized and reported to the federal government for civil rights enforcement purposes.

## Please answer the question below.

## Are you Hispanic or Latino?

## YES, I am Hispanic or Latino

$\square$ Mexican/Mexican American/Chicano
(E) - A person of Mexican culture or origin regardless of race.
$\square$ Latin American/Latino
(5) - A person of Latin American (e.g. Central American, South American, Cuban, Puerto Rican) culture or origin regardless of race.
$\square$ Other Spanish/Spanish American
(W) - A person of Spanish culture or origin, not included in any of the Hispanic categories listed above.NO, I am not Hispanic or Latino

## In addition, select one or more of the following racial categories that best describe you, if applicable.

# $\square$ AMERICAN INDIAN OR ALASKA NATIVE 

(C) - A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.

## ASIAN

$\square$ Chinese/Chinese American
(2) - A person having origins in any of the original peoples of China.Filipino/Pilipino
(L) - A person having origins in any of the original peoples of the Philippine Islands.Japanese/Japanese American
(B) - A person having origins in any of the original peoples of Japan.Korean/Korean American
$(\mathrm{K})$ - A person having origins in any of the original peoples of Korea.Pakistani/East Indian
( R ) - A person having origins in any of the original peoples of the Indian subcontinent (e.g., India and Pakistan).
$\square$ Vietnamese/Vietnamese AmericanOther Asian
(I) - A person having origins in any of the original peoples of Vietnam.BLACK OR AFRICAN AMERICAN
$(X)$ - A person having origins in any of the original peoples of the Far East or South East Asia (including Cambodia, Malaysia and Thailand).NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER
(A) - A person having origins in any of the Black racial groups of Africa.

## WHITE

(G) - A person having origins in any of the original peoples of Europe.Middle Eastern
(J) - A person having origins in any of the original peoples of the Middle East.North African
$(\mathrm{N})$ - A person having origins in any of the original peoples of North Africa.White (not specified)
(F) - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa (region not specified).

## INVITATIONTO SELF-IDENTIFY VETERAN STATUS

The University of California is a Government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA), which requires Government contractors to take affirmative action to employ and advance in employment: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans, 4) Armed Forces service medal veterans; and (5) Vietnam Era Veterans.

OVER -


[^0]:    ${ }^{1}$ Underrepresented Groups (URG) include American Indian and Alaskan Native, Black or African American, and LatinX/Hispanic/Chicana(o). Data were collapsed to URG status to account for very small numbers in individual categories.

