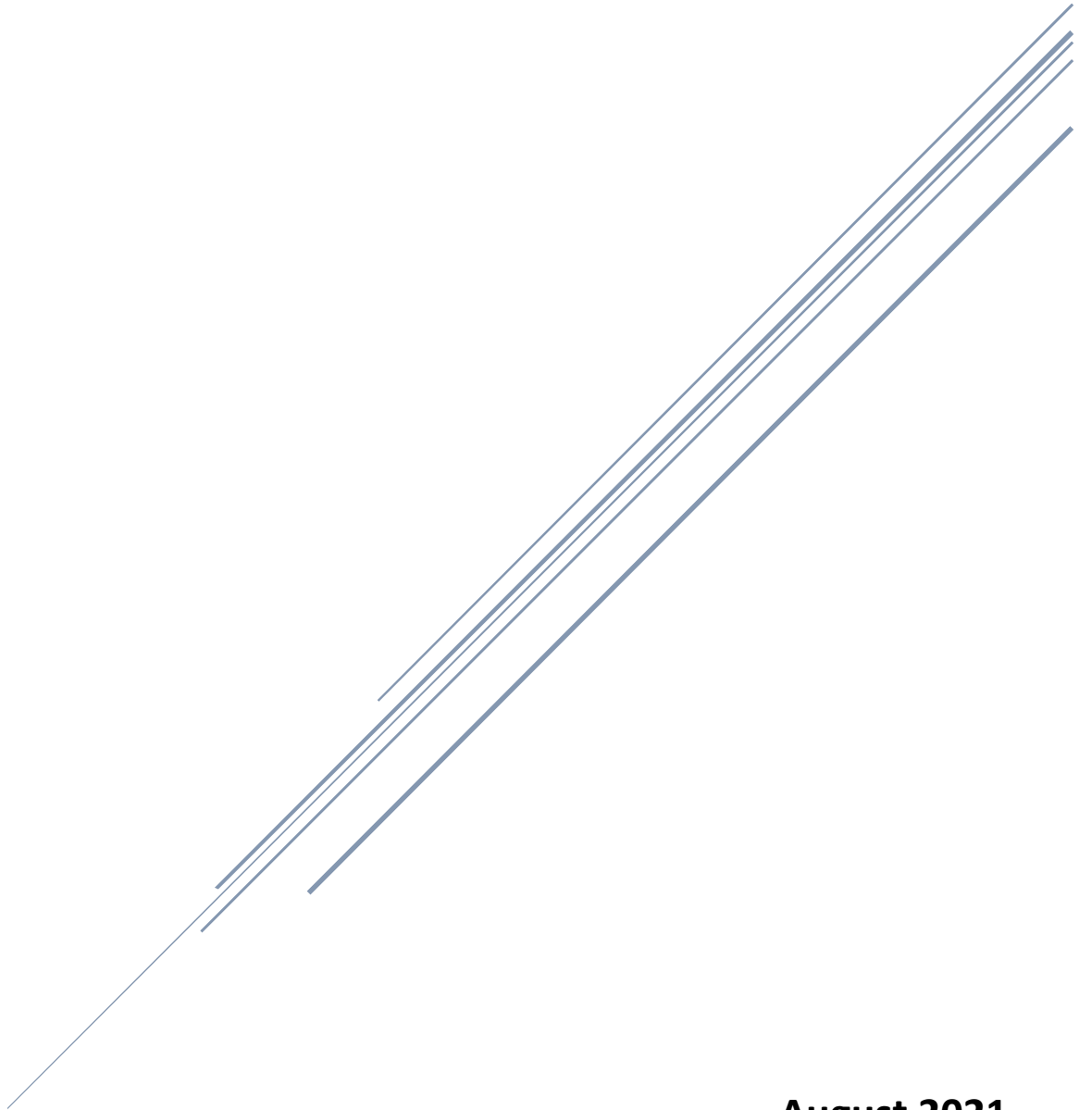# UCLA OFFICE OF EQUITY, DIVERSITY & INCLUSION

Evaluation of Senate Faculty Recruitment and Hiring

August 2021

UCLA Office of Equity, Diversity & Inclusion
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 URG-status[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.

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[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.

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

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Anderson Graduate School of Management
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).

Female Actual vs. Expected

	14-15	15-16	18-19	19-20	20-21	21-22
Applicants	35.8%	31.4%	44.9%	34.7%	29.3%	33.7%
Availability	35.6%	34.0%	42.4%	42.6%	32.0%	37.1%
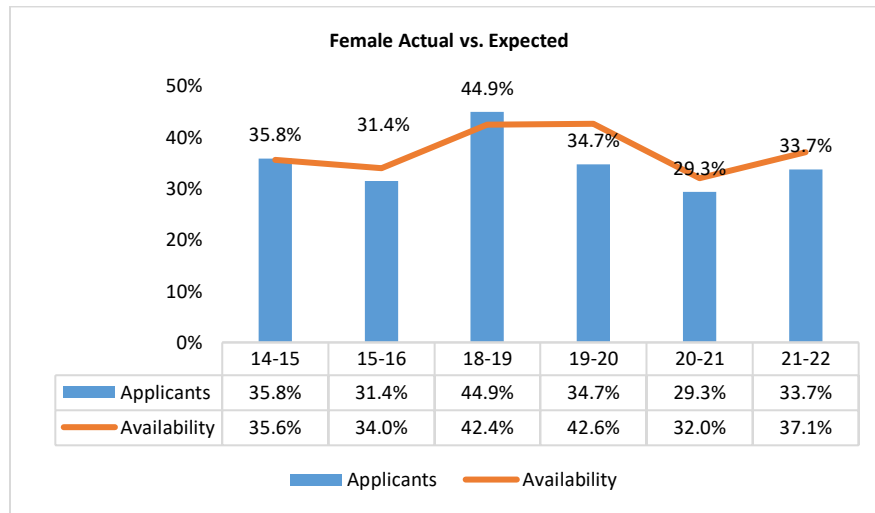
Data Source: UCLA Academic Recruit
<u>Note</u>: No recruitments met inclusion criteria in 2016-17 and 2017-18.

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).

URG Actual vs. Expected

	14-15	15-16	18-19	19-20	20-21	21-22
Applicants	4.7%	8.1%	4.0%	11.6%	11.3%	14.9%
Availability	10.1%	10.4%	15.2%	15.0%	11.1%	13.1%
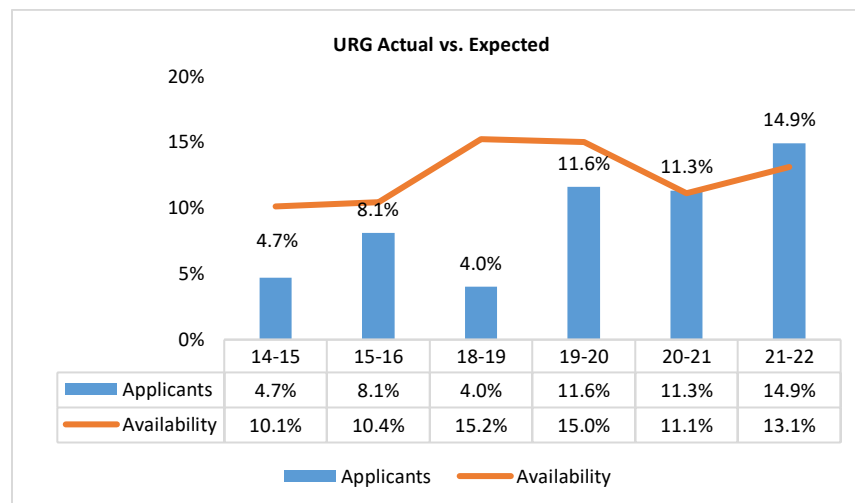
Data Source: UCLA Academic Recruit
<u>Note</u>: No recruitments met inclusion criteria in 2016-17 and 2017-18.

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-by-year 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
<u>Note</u>: 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
<u>Note</u>: 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).

Female Actual vs. Expected

	17-18	18-19	19-20	20-21
Applicants	26.3%	29.8%	37.1%	36.9%
Availability	37.3%	40.6%	41.8%	37.9%

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).

URG Actual vs. Expected

	17-18	18-19	19-20	20-21
Applicants	8.9%	8.9%	5.1%	8.7%
Availability	9.5%	9.8%	9.2%	10.6%

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-by-year 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
<u>Note</u>: 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
<u>Note</u>: 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

	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).

Female Actual vs. Expected

	14-15	15-16	17-18	18-19	19-20	20-21
Applicants	49.4%	44.1%	53.9%	45.8%	53.8%	57.1%
Availability	52.0%	66.6%	69.5%	69.5%	59.9%	69.1%

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).

URG Actual vs. Expected

	14-15	15-16	17-18	18-19	19-20	20-21
Applicants	44.7%	12.2%	20.2%	18.3%	13.0%	19.2%
Availability	9.6%	13.8%	19.9%	14.9%	15.6%	23.2%

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-by-year 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 *14.8% 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.
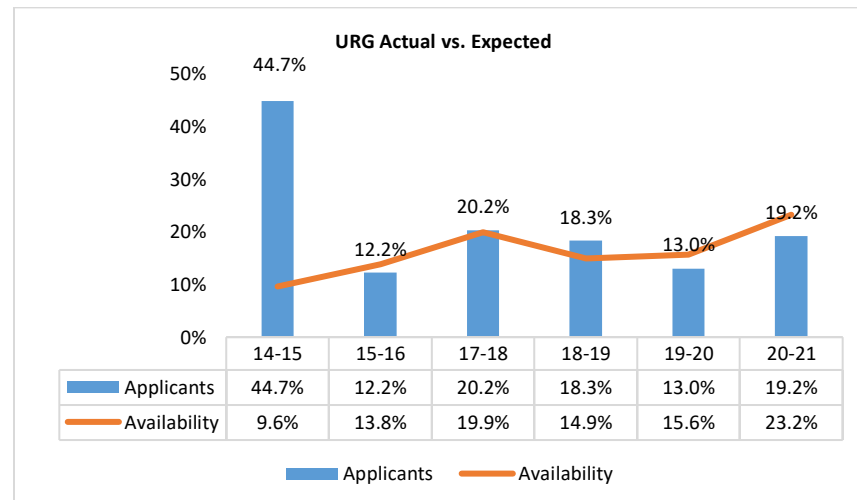
Table 2. Comparison of Actual URG Applicants to the Estimated Availability of URG Applicants, 2014-15 through 2021-22 (partial year)

| | 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
<u>Note</u>: 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
<u>Note</u>: 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
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).

	14-15	15-16	19-20	20-21
Applicants	83.0%	62.2%	69.7%	52.1%
Availability	64.8%	61.2%	73.8%	68.5%

Data Source: UCLA Academic Recruit
<u>Note</u>: 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).

	14-15	15-16	19-20	20-21
Applicants	16.5%	24.6%	23.9%	37.3%
Availability	11.7%	22.6%	19.1%	24.4%

Data Source: UCLA Academic Recruit
<u>Note</u>: 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-by-year 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%).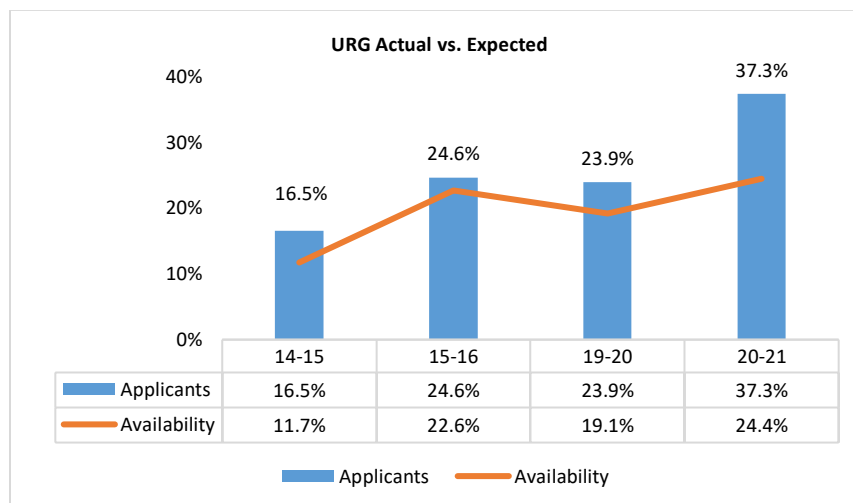 Converting this percentage difference into headcounts, over time, there were approximately 27 (3.4% of 799) fewer female applicants than expected.

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
		02348
	Information Studies	01716
		01753
2019-20	Education	04067
		04077
2020-21	Education	04644
		04747
		05373
	Information Studies	04839

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).

Female Actual vs. Expected

	14-15	15-16	16-17	17-18	18-19	19-20	20-21	21-22
Applicants	15.1%	16.9%	19.8%	17.7%	17.4%	19.9%	18.4%	16.2%
Availability	22.5%	21.5%	25.0%	23.3%	23.1%	27.4%	19.9%	30.4%

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).

URG Actual vs. Expected

	14-15	15-16	16-17	17-18	18-19	19-20	20-21	21-22
Applicants	12.2%	21.5%	10.0%	14.8%	17.0%	41.2%	18.6%	23.1%
Availability	11.8%	17.0%	7.8%	16.1%	15.3%	17.1%	16.8%	16.2%

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-by-year 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
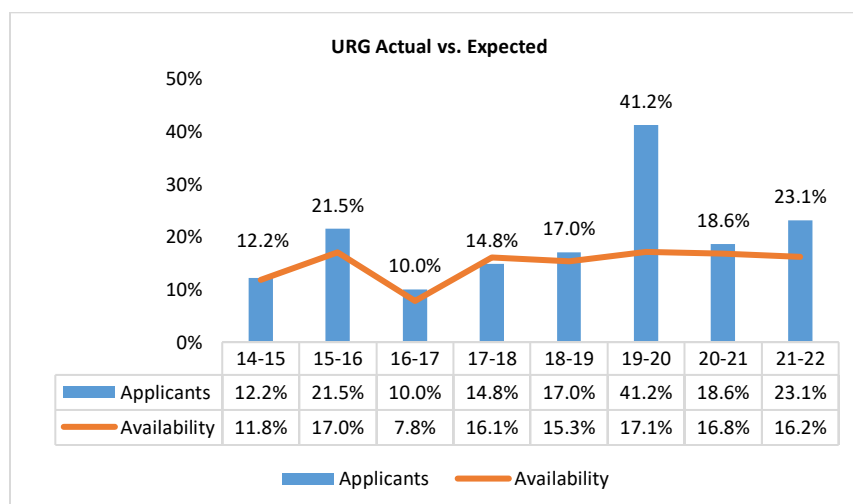
From the Total row in Table 1, when summed over 8 years, the actual percentage of female applicants (17.1%) was ***6.8% lower than*** the expected percentage of female applicants (23.9%). Converting this percentage difference into headcounts, over time, there were approximately 576 (6.8% of 8,464) fewer 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	Total
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	**1,447 (17.1)**	**8,464**	**82 (24.0)**	**341**	**18 (19.1)**	**94**	**13 (18.8)**	**69**

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; *Hire Data Source*: UCLA Payroll System
<u>Note</u>: 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
<u>Note</u>: 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 ***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
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).

Female Actual vs. Expected

	14-15	15-16	17-18	18-19	19-20	20-21
Applicants	48.0%	30.1%	28.6%	43.1%	16.3%	38.4%
Availability	49.6%	45.3%	53.9%	43.1%	42.1%	48.3%

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).

URG Actual vs. Expected

	14-15	15-16	17-18	18-19	19-20	20-21
Applicants	12.5%	11.0%	19.3%	11.2%	30.3%	12.9%
Availability	7.7%	8.7%	13.1%	7.3%	7.0%	10.9%

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-by-year 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)

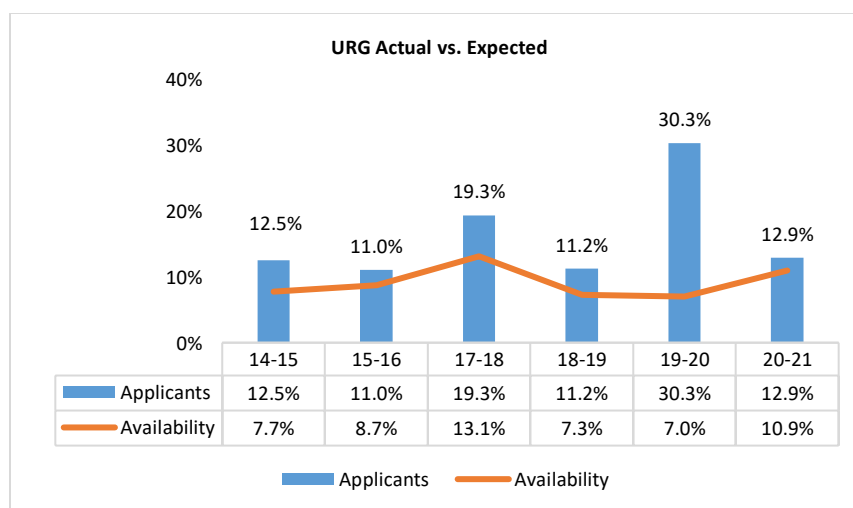| | Female | | | | | | Total Known Gender | |
| | Applicants | | Availability Pool | | Difference (Apps – Avail) | | Apps | Avail |
	N	%	N	%	%	N	N	N
14-15	61	48.0	176	49.6	-1.6	-2.0	127	355
15-16	25	30.1	724	45.3	-15.2	-12.6	83	1,597
16-17	--	--	--	--	--	--	--	--
17-18	101	28.6	1,936	53.9	-25.3	-89.3	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 **10.0% 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
<u>Note</u>: 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
<u>Note</u>: 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
	Music	02326
2018-19	Ethnomusicology	03043
	Music	03151
	Musicology	03092
2019-20	Music	03969
		04084
2020-21	Music	04707
		04954
	Musicology	04673

Letters & Science: Division of Humanities
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).

Female Actual vs. Expected

	14-15	15-16	16-17	17-18	18-19	19-20	20-21	21-22
Applicants	40.1%	49.8%	12.5%	39.4%	41.6%	54.6%	59.7%	44.4%
Availability	51.4%	50.6%	28.0%	56.1%	53.1%	60.9%	44.0%	48.9%

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).

URG Actual vs. Expected

	14-15	15-16	16-17	17-18	18-19	19-20	20-21	21-22
Applicants	3.5%	19.3%	0.0%	15.1%	7.4%	19.0%	9.3%	4.2%
Availability	7.2%	12.1%	6.2%	13.1%	9.7%	17.7%	14.5%	16.0%

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-by-year trends can often be explained by small counts, which will be evident in the tables.

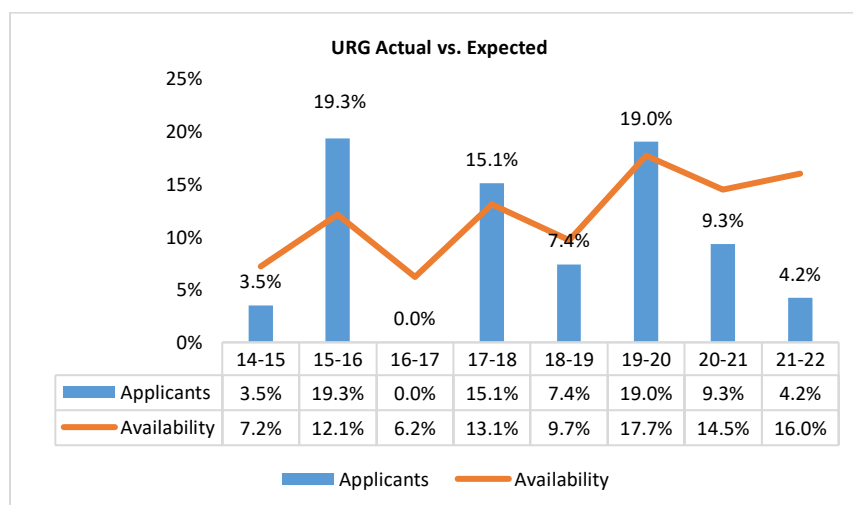*Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)*

	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 **13.0% 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		Difference (Apps – Avail)		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		Hired	
	Female	Total	Female	Total	Female	Total	Female	Total
14-15	317 (40.1)	791	9 (39.1)	23	2 (33.3)	6	2 (33.3)	6
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	352 (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	**1,928 (47.0)**	**4,103**	**147 (57.6)**	**255**	**33 (55.0)**	**60**	**28 (50.0)**	**56**

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; *Hire Data Source*: UCLA Payroll System
<u>Note</u>: 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		Hired	
	URG	Total	URG	Total	URG	Total	URG	Total
14-15	26 (3.5)	753	1 (4.5)	22	0 (0.0)	6	0 (0.0)	6
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)**	**246**	**8 (13.8)**	**58**	**8 (16.7)**	**48**

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; *Hire Data Source*: UCLA Payroll System
<u>Note</u>: 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

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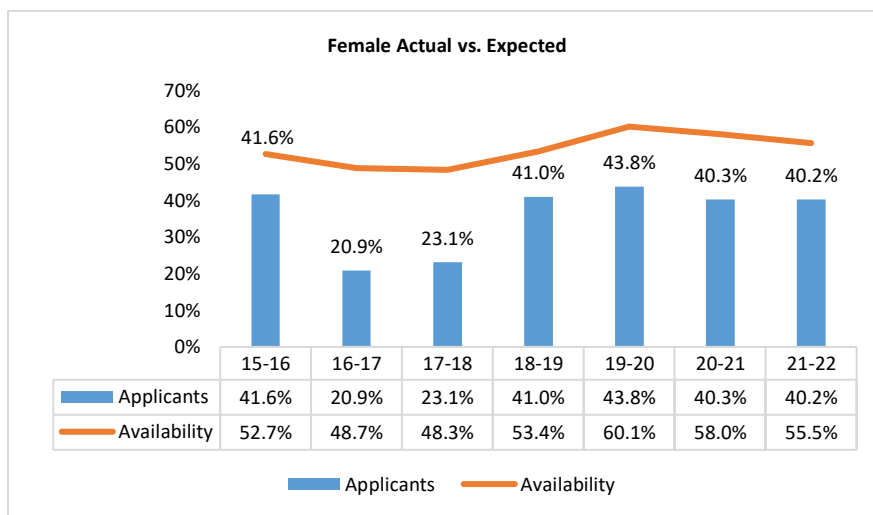
Metric 2: Applicant Pool Composition and Hire Demographics
1) Females are hired into Senate faculty positions at rates that are ***higher than expected,*** based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are ***higher than expected,*** based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

Female Actual vs. Expected

	15-16	16-17	17-18	18-19	19-20	20-21	21-22
Applicants	41.6%	20.9%	23.1%	41.0%	43.8%	40.3%	40.2%
Availability	52.7%	48.7%	48.3%	53.4%	60.1%	58.0%	55.5%

Data Source: UCLA Academic Recruit
<u>Note</u>: 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).

URG Actual vs. Expected

	15-16	16-17	17-18	18-19	19-20	20-21	21-22
Applicants	13.3%	4.1%	3.4%	11.9%	14.4%	14.7%	13.8%
Availability	10.9%	11.3%	8.9%	12.8%	15.3%	16.6%	13.6%

Data Source: UCLA Academic Recruit
<u>Note</u>: 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-by-year 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)
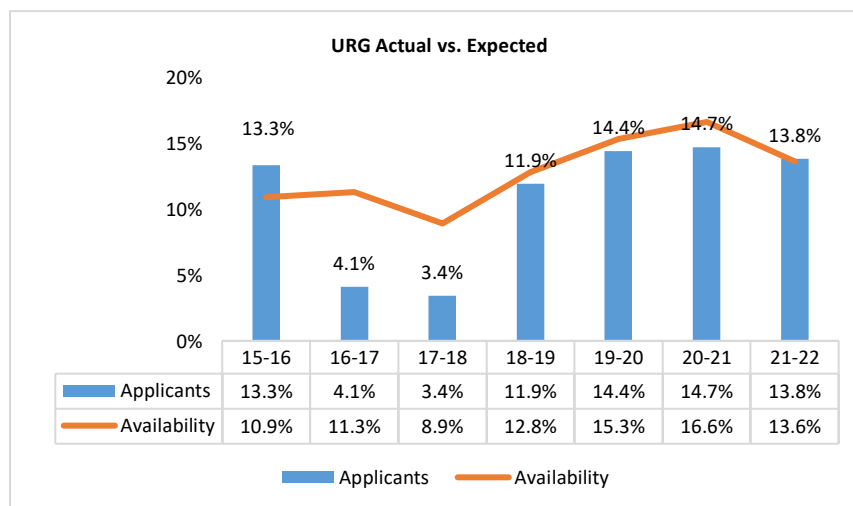
| | Female | | | | | | Total Known Gender | |
| | Applicants | | Availability Pool | | Difference (Apps – Avail) | | Apps | Avail |
	N	%	N	%	%	N	N	N
14-15	--	--	--	--	--	--	--	--
15-16	445	41.6	29,655	52.7	-11.1	-118.7	1,069	56,226
16-17	27	20.9	1,573	48.7	-27.8	-35.9	129	3,229
17-18	43	23.1	6,057	48.3	-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 ***14.8% 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		Hired	
	Female	Total	Female	Total	Female	Total	Female	Total
14-15	--	--	--	--	--	--	--	--
15-16	445 (41.6)	1,069	27 (55.1)	49	12 (60.0)	20	9 (60.0)	15
16-17	27 (20.9)	129	0 (0.0)	7	0 (0.0)	1	1 (50.0)	2
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	**1,571 (40.4)**	**3,892**	**85 (47.8)**	**178**	**27 (52.9)**	**51**	**23 (52.3)**	**44**

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; *Hire Data Source*: UCLA Payroll System
<u>Note</u>: 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 ***11.9% 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
<u>Note</u>: 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

	Integrative Biology & Physiology	04444
		04523
	Psychology	03984
2021-22	Ecology & Evolutionary Biology	04799
	Molecular, Cell & Developmental Biology	05817

Letters & Science: Division of Physical Sciences
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.
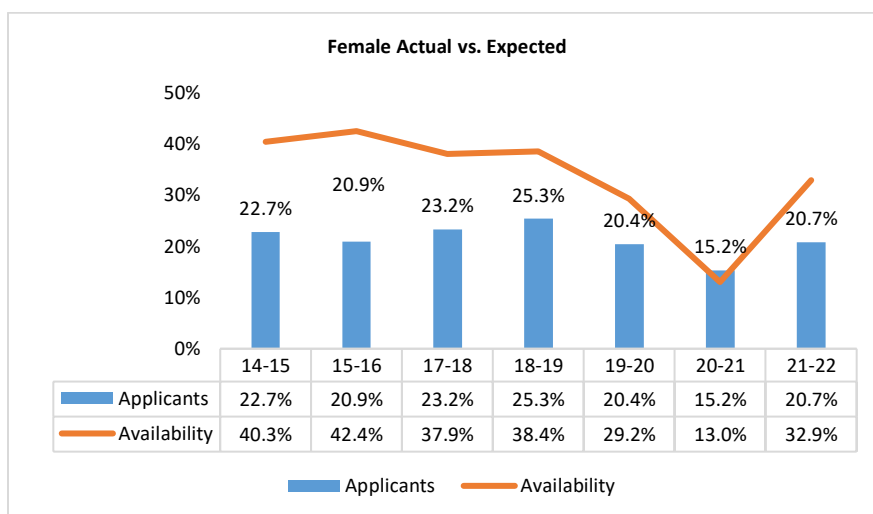
Metric 2: Applicant Pool Composition and Hire Demographics
1) Females are hired into Senate faculty positions at rates that are ***lower than expected,*** based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are ***higher than expected,*** based 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).

Female Actual vs. Expected

	14-15	15-16	17-18	18-19	19-20	20-21	21-22
Applicants	22.7%	20.9%	23.2%	25.3%	20.4%	15.2%	20.7%
Availability	40.3%	42.4%	37.9%	38.4%	29.2%	13.0%	32.9%

Data Source: UCLA Academic Recruit
<u>Note</u>: 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).

URG Actual vs. Expected

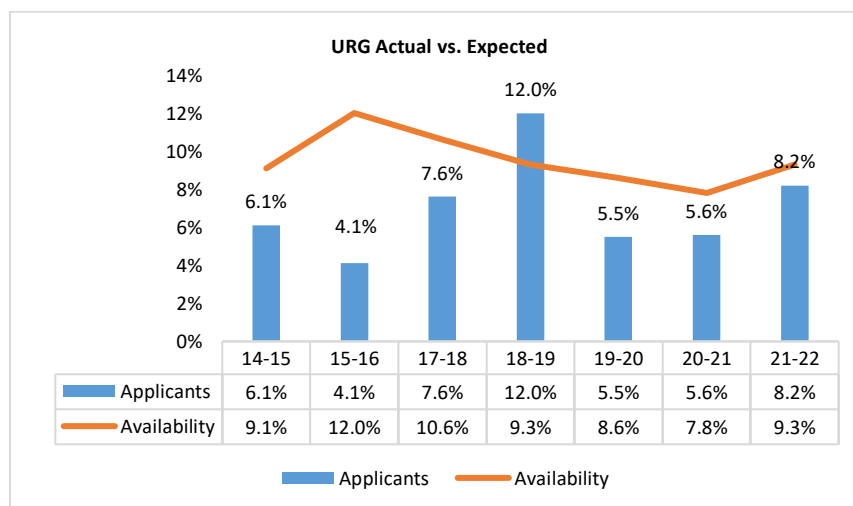|	14-15	15-16	17-18	18-19	19-20	20-21	21-22
Applicants	6.1%	4.1%	7.6%	12.0%	5.5%	5.6%	8.2%
Availability	9.1%	12.0%	10.6%	9.3%	8.6%	7.8%	9.3%

Data Source: UCLA Academic Recruit
<u>Note</u>: 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-by-year 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 | | Difference (Apps – Avail) | | 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
<u>Note</u>: 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
<u>Note</u>: 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
		02865
	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

2020-21	Physics & Astronomy	03412
		04045
		04189
		04833
2021-22	Chemistry & Biochemistry	04906
	Mathematics	05879

Letters & Science: Division of Social Sciences
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.
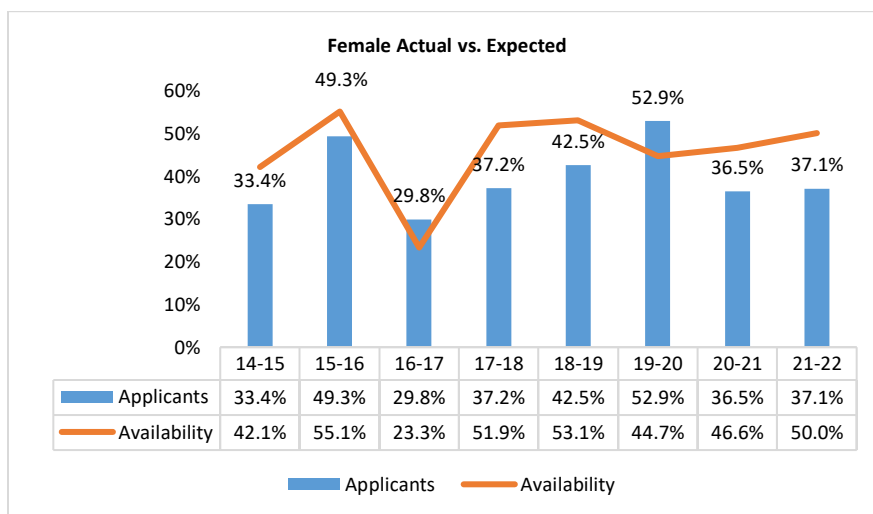
Metric 2: Applicant Pool Composition and Hire Demographics
1) Females are hired into Senate faculty positions at rates that are ***higher than expected,*** based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are ***higher than expected,*** based 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).

Female Actual vs. Expected

	14-15	15-16	16-17	17-18	18-19	19-20	20-21	21-22
Applicants	33.4%	49.3%	29.8%	37.2%	42.5%	52.9%	36.5%	37.1%
Availability	42.1%	55.1%	23.3%	51.9%	53.1%	44.7%	46.6%	50.0%

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).

URG Actual vs. Expected

	14-15	15-16	16-17	17-18	18-19	19-20	20-21	21-22
Applicants	12.2%	21.5%	10.0%	14.8%	17.0%	41.2%	18.6%	23.1%
Availability	11.8%	17.0%	7.8%	16.1%	15.3%	17.1%	16.8%	16.2%

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-by-year trends can often be explained by small counts, which will be evident in the tables.
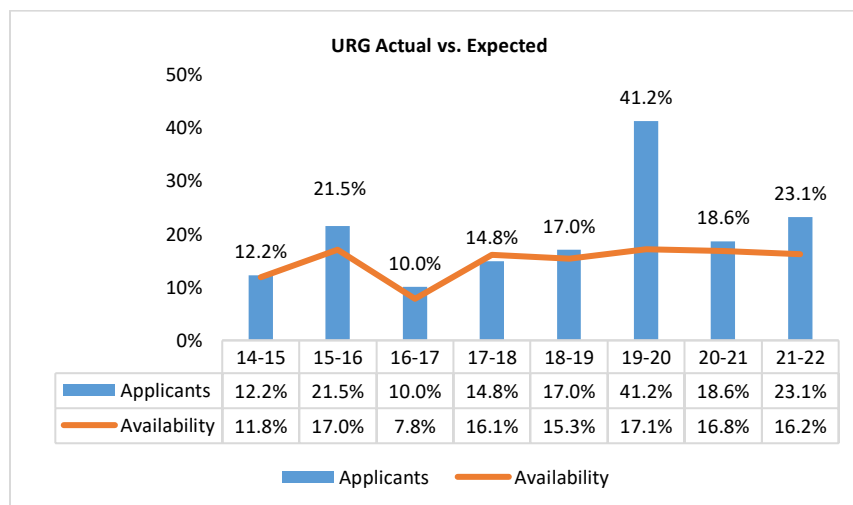
Table 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year)

	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 ***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 ***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**	**Total**
14-15	257 (33.4)	770	7 (28.0)	25	1 (14.3)	7	0 (0.0)	8
15-16	706 (49.3)	1,431	29 (43.9)	66	7 (41.2)	17	11 (55.0)	20
16-17	140 (29.8)	470	4 (26.7)	15	1 (16.7)	6	3 (60.0)	5
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	**3,284 (39.9)**	**8,255**	**131 (41.7)**	**314**	**39 (39.8)**	**98**	**44 (42.3)**	**104**

Applicant, Shortlist, and Offer Data Source: UCLA Academic Recruit; *Hire Data Source*: UCLA Payroll System
<u>Note</u>: 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
<u>Note</u>: 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

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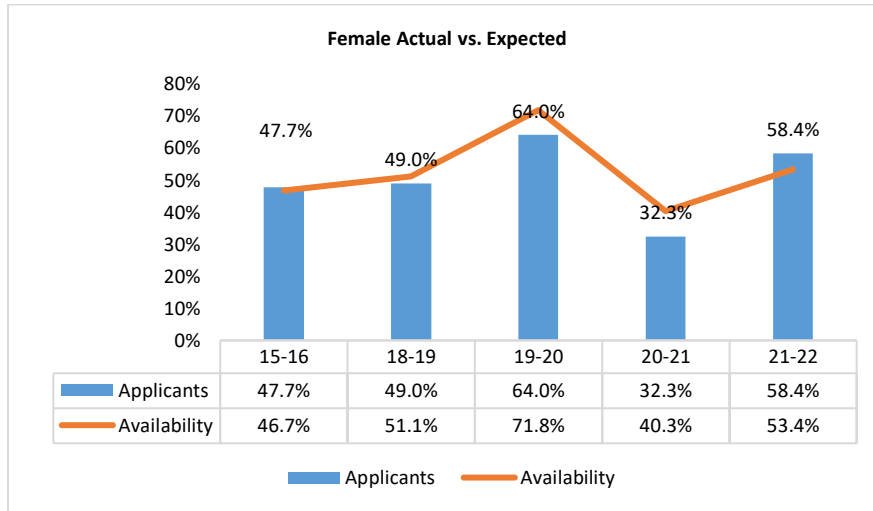
Metric 2: Applicant Pool Composition and Hire Demographics
1) Females are hired into Senate faculty positions at rates that are ***higher than expected,*** based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are ***higher than expected,*** based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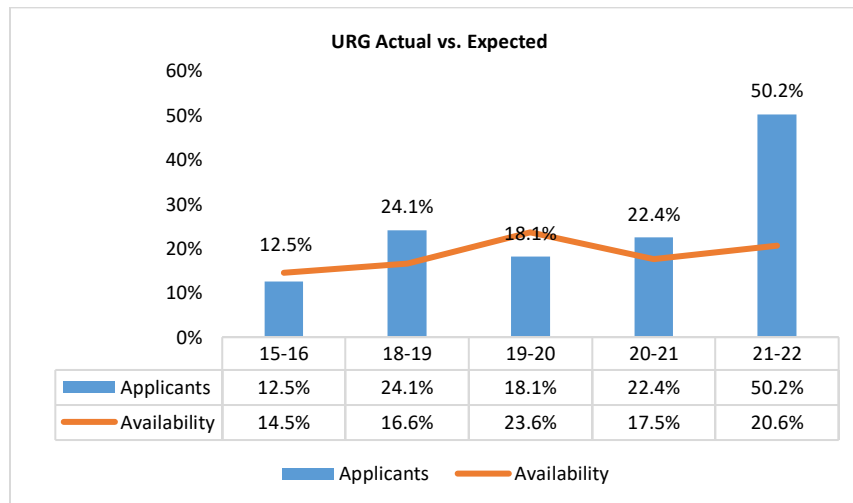
Female Actual vs. Expected

	15-16	18-19	19-20	20-21	21-22
Applicants	47.7%	49.0%	64.0%	32.3%	58.4%
Availability	46.7%	51.1%	71.8%	40.3%	53.4%

Data Source: UCLA Academic Recruit
<u>*Note*</u>: 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).

URG Actual vs. Expected

	15-16	18-19	19-20	20-21	21-22
Applicants	12.5%	24.1%	18.1%	22.4%	50.2%
Availability	14.5%	16.6%	23.6%	17.5%	20.6%

Data Source: UCLA Academic Recruit
<u>*Note*</u>: 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-by-year 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 ***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
<u>Note</u>: 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 ***15.4% 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
<u>Note</u>: 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
	Urban Planning	01401
		01409
2018-19	Public Policy	03183
	Social Welfare	03142
		03247
	Urban Planning	03220
		03230
2019-20	Social Welfare	03948
		03975
	Urban Planning	03989
		04014
2020-21	Social Welfare	04805
		04844
	Urban Planning	04874
		04877
2021-22	Public Policy	05877
	Social Welfare	04805
	Urban Planning	04878

School of Dentistry
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).
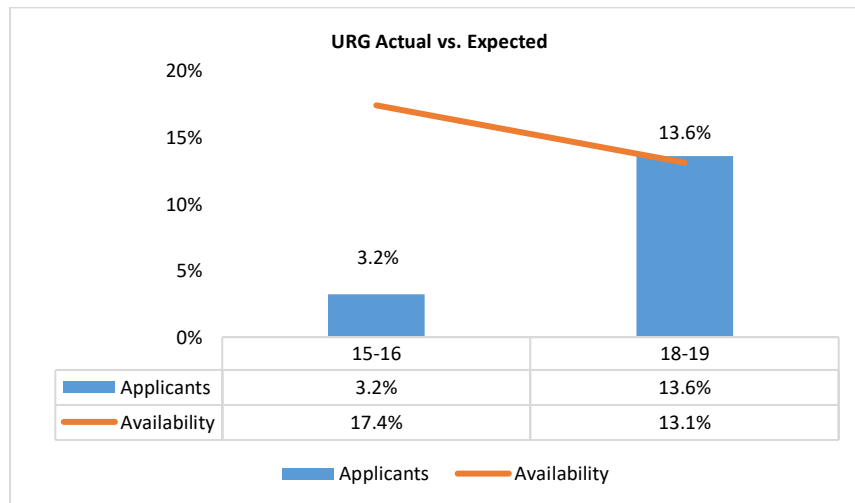

Female Actual vs. Expected

	15-16	18-19
Applicants	37.5%	22.4%
Availability	38.5%	39.6%
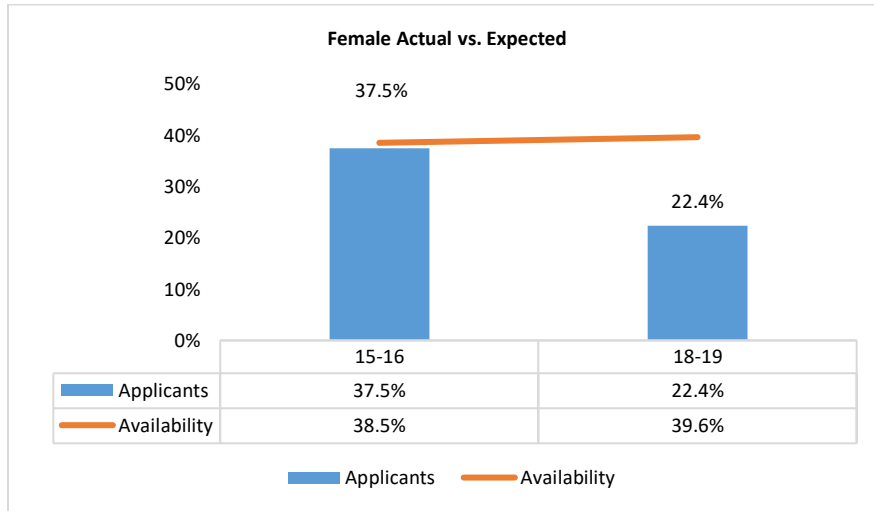
Data Source: UCLA Academic Recruit
<u>Note</u>: Only 2015-16 and 2018-19 had recruitments that met inclusion criteria.

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).

URG Actual vs. Expected

	15-16	18-19
Applicants	3.2%	13.6%
Availability	17.4%	13.1%

Data Source: UCLA Academic Recruit
<u>Note</u>: 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-by-year 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 ***11.0% 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
<u>Note</u>: 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
<u>Note</u>: 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 ***11.7% 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.
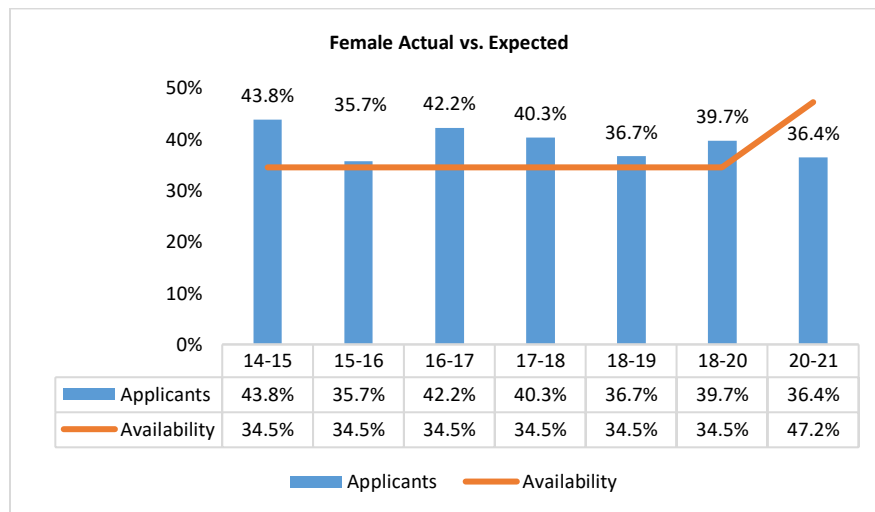
Metric 2: Applicant Pool Composition and Hire Demographics
1) Females are hired into Senate faculty positions at rates that are ***higher than expected,*** based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are ***higher than expected,*** based 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).
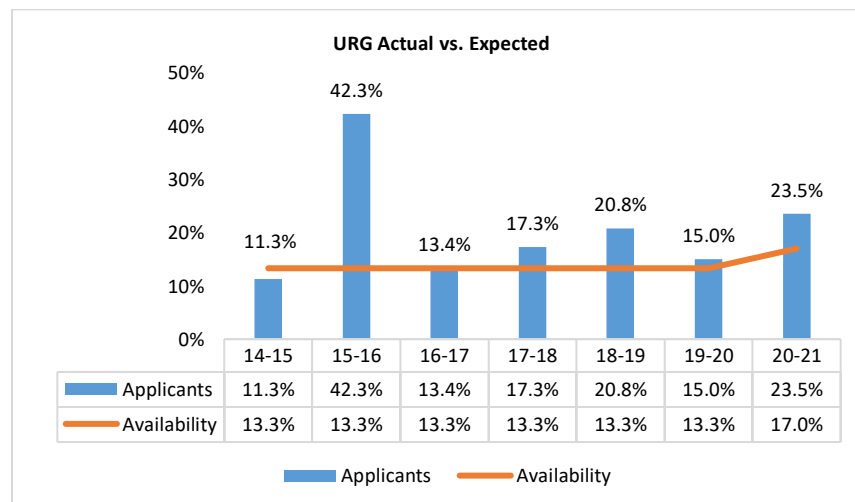
Female Actual vs. Expected

	14-15	15-16	16-17	17-18	18-19	18-20	20-21
Applicants	43.8%	35.7%	42.2%	40.3%	36.7%	39.7%	36.4%
Availability	34.5%	34.5%	34.5%	34.5%	34.5%	34.5%	47.2%

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).

URG Actual vs. Expected

	14-15	15-16	16-17	17-18	18-19	19-20	20-21
Applicants	11.3%	42.3%	13.4%	17.3%	20.8%	15.0%	23.5%
Availability	13.3%	13.3%	13.3%	13.3%	13.3%	13.3%	17.0%

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.

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-by-year 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 ***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
<u>Note</u>: 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
<u>Note</u>: 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
	03238
	03240
2019-20	03908
2020-21	04634
	04635

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.

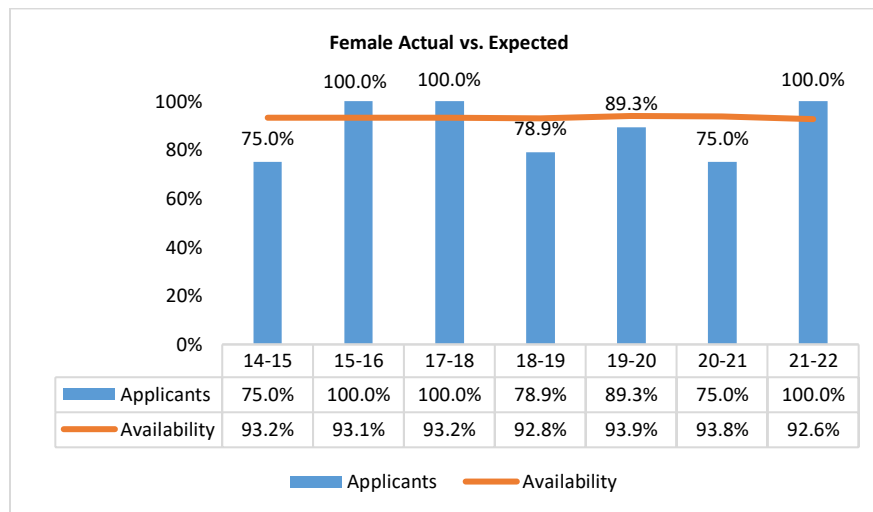*Metric 2:* Applicant Pool Composition and Hire Demographics
1) Females are hired into Senate faculty positions at rates that are ***higher than expected****, based on their representation in applicant pools.
2) URGs are hired into Senate faculty positions at rates that are ***higher than expected***,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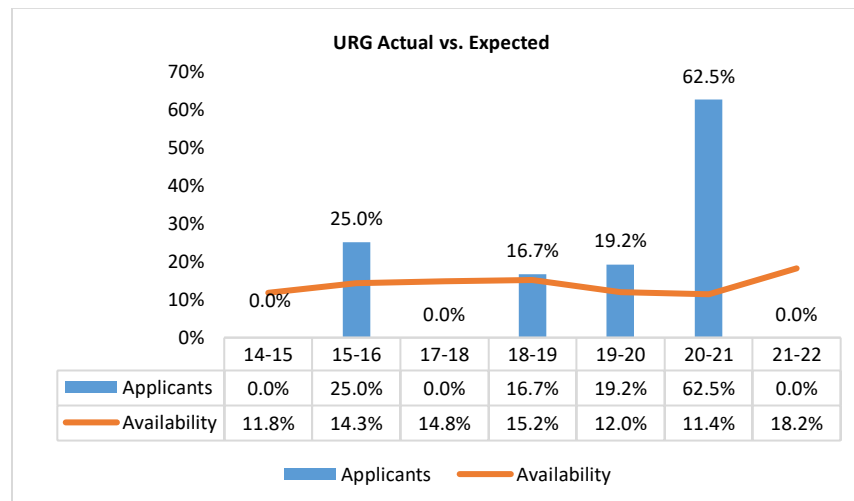
Female Actual vs. Expected

	14-15	15-16	17-18	18-19	19-20	20-21	21-22
Applicants	75.0%	100.0%	100.0%	78.9%	89.3%	75.0%	100.0%
Availability	93.2%	93.1%	93.2%	92.8%	93.9%	93.8%	92.6%

Data Source: UCLA Academic Recruit
<u>Note</u>: 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).

URG Actual vs. Expected

	14-15	15-16	17-18	18-19	19-20	20-21	21-22
Applicants	0.0%	25.0%	0.0%	16.7%	19.2%	62.5%	0.0%
Availability	11.8%	14.3%	14.8%	15.2%	12.0%	11.4%	18.2%

Data Source: UCLA Academic Recruit
<u>Note</u>: 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-by-year 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
<u>Note</u>: 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
<u>Note</u>: 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
	01712
2017-18	02408
	02409
2018-19	03269
	03270
2019-20	03970
	03973
	04018
	04057
2020-21	05289
2021-22	05597

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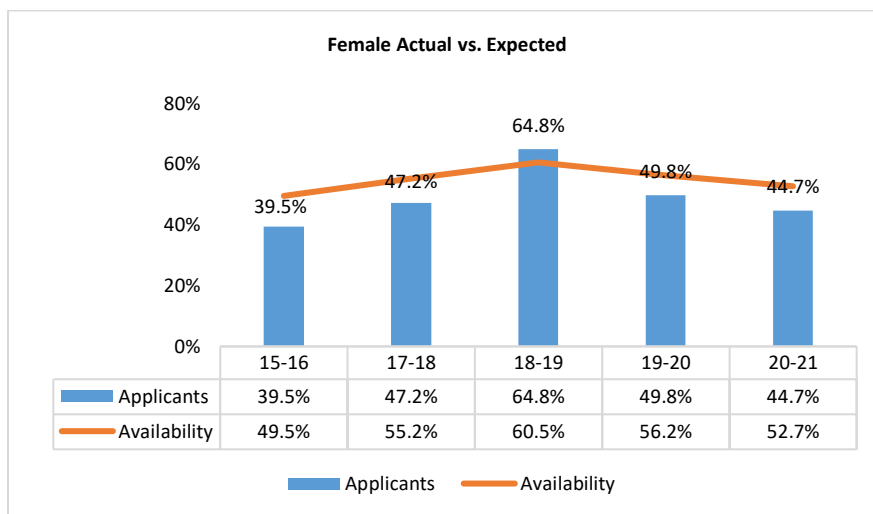2) URGs are applying to Senate faculty positions at rates that are ***slightly higher than expected***, based on national availability estimates.

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).
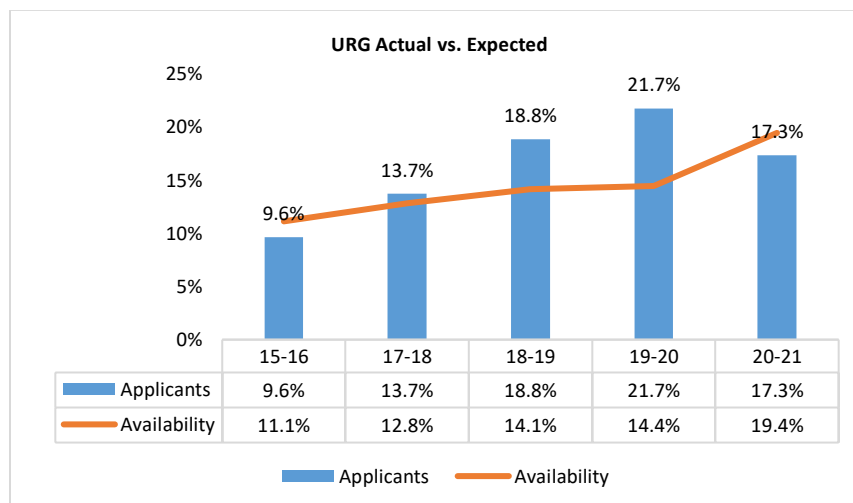
Female Actual vs. Expected

	15-16	17-18	18-19	19-20	20-21
Applicants	39.5%	47.2%	64.8%	49.8%	44.7%
Availability	49.5%	55.2%	60.5%	56.2%	52.7%

Data Source: UCLA Academic Recruit
<u>Note</u>: 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).

URG Actual vs. Expected

	15-16	17-18	18-19	19-20	20-21
Applicants	9.6%	13.7%	18.8%	21.7%	17.3%
Availability	11.1%	12.8%	14.1%	14.4%	19.4%

Data Source: UCLA Academic Recruit
<u>Note</u>: 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.

School of the Arts & Architecture

Tables 1 and 2 add context to the charts in that they display both counts and percentages. Fluctuations in year-by-year 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 ***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
<u>Note</u>: 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
<u>Note</u>: 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
		03979
2020-21	Architecture & Urban Design	04309
		04323
		05040
	Design | Media Arts	04623
		04624
	World Arts & Culture/Dance	04633

School of Theater, Film and Television
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.
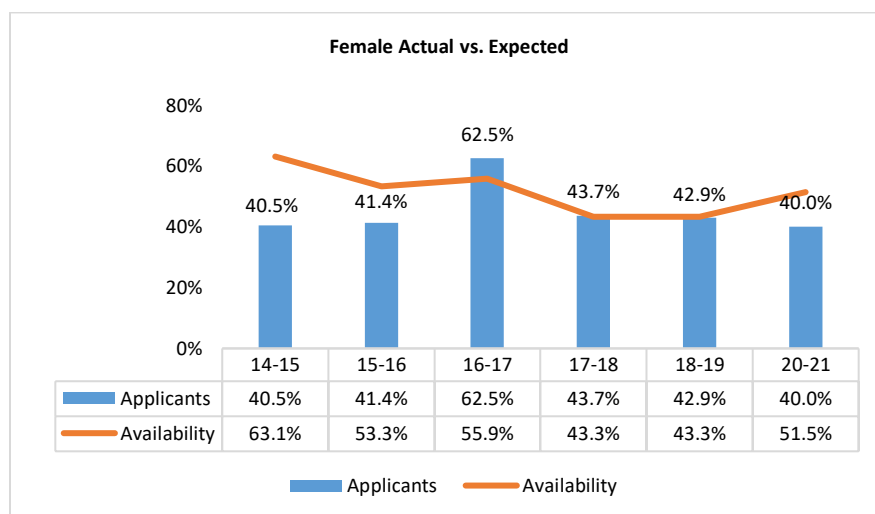2) URGs are applying to Senate faculty positions at rates that are ***higher than expected***, based on national availability estimates.

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)

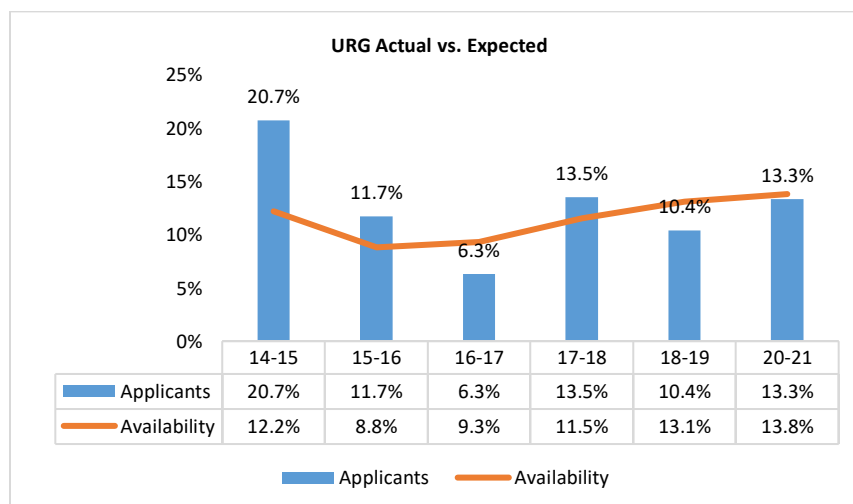*Chart 1. Comparison of Actual Female Applicants to the Estimated Availability of Female Applicants, 2014-15 through 2021-22 (partial year).*

Female Actual vs. Expected

	14-15	15-16	16-17	17-18	18-19	20-21
Applicants	40.5%	41.4%	62.5%	43.7%	42.9%	40.0%
Availability	63.1%	53.3%	55.9%	43.3%	43.3%	51.5%

Data Source: UCLA Academic Recruit
<u>Note</u>: 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).

URG Actual vs. Expected

	14-15	15-16	16-17	17-18	18-19	20-21
Applicants	20.7%	11.7%	6.3%	13.5%	10.4%	13.3%
Availability	12.2%	8.8%	9.3%	11.5%	13.1%	13.8%

Data Source: UCLA Academic Recruit
<u>Note</u>: 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-by-year 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
<u>Note</u>: 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 ***24.9% 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
<u>Note</u>: 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
	Theater	00696
2016-17	Theater	01686
2017-18	Film, TV & Digital Media	02494
		02590
2018-19	Film, TV & Digital Media	03396
2020-21	Film, TV & Digital Media	04040
	Theater	04744

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 self-identify 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 INITIAL)	CAMPUS	DEPARTMENT/ORGANIZATIONAL UNIT	BIRTHDATE		
			MO	DY	YR

INVITATION TO SELF-IDENTIFY RACE AND ETHNICITY

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**

    ☐ Mexican/Mexican American/Chicano   (E) – A person of Mexican culture or origin regardless of race.

    ☐ Latin American/Latino   (5) – A person of Latin American (e.g. Central American, South American, Cuban, Puerto Rican) culture or origin regardless of race.

    ☐ 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.

☐ **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

☐ 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   (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).

☐ Vietnamese/Vietnamese American   (I) – A person having origins in any of the original peoples of Vietnam.

☐ Other Asian   (X) – 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) – A person having origins in any of the Black racial groups of Africa.

☐ **NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER** (Z) – A person having origins in any of the original peoples of Hawaii, Guam, Samoa or other Pacific Island.

WHITE

☐ European   (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   (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).

INVITATION TO 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 ▶**

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