The answers to these questions vary depending on the type of job (staff, faculty, research position etc.). Some of our answers are based on hiring jobs, some are based on admissions of students in undergrad/grad programs.

Faculty/Staff

- What EEO (Equal Employment Opportunity) statement is included in a standard job or admissions advertisement? Are there other inclusion statements and resources publicly available?

UCD as part of the University of California, has policies about EEO publicly available here [https://policy.ucop.edu/doc/4010393/PPSM-20](https://policy.ucop.edu/doc/4010393/PPSM-20). These policies are not super easy to find, particularly which version is the most recent, but it is publicly available. A key quote about their EEO policies:

The University of California is committed to hiring a talented workforce through recruitment practices that are fair and consistent and that comply with all applicable laws and regulations. We recognize that a diverse workforce is essential to serving the needs of our communities and to ensuring that our institution continues to demonstrate excellence. Consistent with our status as a federal contractor, the University of California is an equal opportunity/affirmative action employer. Conducting competitive recruitments for staff positions is the normal and expected method for identifying and hiring staff personnel at the University. As such, competitive recruitment is required unless otherwise stated in this policy. Hiring authorities are accountable for complying with federal and state laws and regulations and University policies and are responsible for contributing to the University’s equal employment opportunity and affirmative action efforts.

An example statement from a UCD faculty job advertisement:

UC Davis supports family-friendly recruitments. UC Davis covers travel expenses for a second person to accompany an invited faculty recruitment candidate who is a mother (or single parent of either gender) of a breast or bottle-feeding child less than two years of age. [http://academicaffairs.ucdavis.edu/programs/work-life/index.html](http://academicaffairs.ucdavis.edu/programs/work-life/index.html)

UC Davis recognizes the necessity of supporting faculty with efforts to integrate work, family and other work-life considerations. To recruit and retain the best faculty, the campus sponsors a Work Life Program that provides programs and services that support faculty as they strive to honor their commitments to work, home and community. [http://academicaffairs.ucdavis.edu/programs/worklife/index.html](http://academicaffairs.ucdavis.edu/programs/worklife/index.html)

UC Davis was ranked #1 in 2016 on Forbes Magazine list of the 13 most important STEM (Science, Technology, Engineering, and Mathematics) universities for women, and is actively seeking the U.S. Department of Education’s “Hispanic Serving Institution” designation. Davis celebrates the multi-
cultural diversity of its student body by creating a welcoming and inclusive environment for students through such organizations and programs as the Center for African Diaspora Student Success; the Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual Resource Center; Casa Cuauhtémoc Chicano-Latino Theme House; Asian Pacific American Theme House; ME/SA (Middle astern/South Asian) living-learning community; Multi- Ethnic Program (MEP); Chicano/Latino Retention Initiative; and Native American Theme Program.


- Where are advertisements posted or sent? Are there other strategies for reaching applicants for hiring and/or admissions, e.g. job fairs, showcases?

There is a recruitment website, https://recruit.ucdavis.edu/apply, where job posting are advertised. This is for staff/faculty type positions. Research positions, such as student jobs and postdoc positions, are less standardized in how they’re advertised. Individual departments or programs may send job posting to particular listservs of interest, e.g. the Earth Science’s Women’s Network’s job listserv, Earth Science Jobs Email List. This is dependent on the different departments and is not regulated by the university.

- What are the requirements for an applicant, e.g. letters of recommendations, fees/test scores³/grades? Is providing any of these a potential barrier that could be further lowered or removed? Are there any problematic questions asked?

Faculty applications in general require:

1. Curriculum vitae including publication list
2. Up to three publications
3. Transcripts if the applicant is within five years of Ph.D. degree
4. Statement of research accomplishments and of future research plans
5. Statement of teaching accomplishments and philosophy
6. Statement of Contributions to Diversity, Equity and Inclusion
7. The names, addresses, including e-mail, of four professional references.

No problematic questions seem to be asked. Having four professional references may be a challenge, especially if someone was in a previous work environment where they had a difficult relationship with their mentors (this is a general difficulty with academia where reputation and recommendation are so important for advancement). Transcripts may also be a challenge if the institute charges fees, or in translating transcripts that use different languages or evaluation systems into a US-based model.
Students:

- How are applicants/applications evaluated? Is that process and/or rubric public? What kind of biases are introduced in this process and what strategies are used to address these, e.g. removing applicant names?

Undergraduate admissions: the application review criteria are available online at: [https://www.ucdavis.edu/admissions/undergraduate/apply/application-review-criteria](https://www.ucdavis.edu/admissions/undergraduate/apply/application-review-criteria)

The criteria are UC wide and are primarily academic based. However, there are some diversity-related criteria, such as academic performance relative to the educational opportunities available, special skills such as proficiency in foreign languages, special interests such as exploration of other cultures, and academic accomplishments in light of life experiences, which include disability, low income, first generation, disadvantaged background and refugee status among others. Letters of recommendation are not included in the application, but may be asked at a later date for supplemental review. English proficiency is required. UC prioritises Californian residents.

Graduate admissions: UC Davis specifically highlights that it “views as high priority the enrollment of graduate students from different backgrounds and demographic groups”: [https://grad.ucdavis.edu/admissions/admission-requirements](https://grad.ucdavis.edu/admissions/admission-requirements)

- Who is on selection committees and who makes the final decisions? Who interacts with the applicants?

Graduate admissions: applications are assessed by individual programs. For Viticulture and Enology, the graduate group includes a number of academics, but only assesses Masters. PhD applicants are assessed through one of six graduate groups, one of which is Plant Biology: [https://grad.ucdavis.edu/programs/gven](https://grad.ucdavis.edu/programs/gven)

Within the Viticulture and Enology Graduate Group is the Committee on Admissions. It consists of a Chair and at least two committee members, who are appointed by the Executive Committee. A role of the Committee on Admissions is to provide admission recommendations to the Office of Graduate Studies. Members of the committee are part of the faculty academic staff (Lecturer and above):

[https://programs.gs.ucdavis.edu/api/doc/3288](https://programs.gs.ucdavis.edu/api/doc/3288)

Within the Plant Biology Graduate Group, all applications are reviewed by the Admissions Committee, which consists of at least four faculty members from the graduate group. They select the top candidates in consultation with the rest of the faculty and then invite the top candidates to interview with faculty and current students either in person or via Skype. The committee then consults with the rest of the faculty to make their recommendations to the Dean of Graduate Studies. The Office of Graduate Studies then interacts with the applicants by sending the final decisions to the applicants:

[https://pbi.ucdavis.edu/apply](https://pbi.ucdavis.edu/apply)

- Has your hiring and/or admissions process been evaluated by outside consultants? What is the process for changing it?

It is not clear if the hiring process has been evaluated by outside consultants.
Has your university or company implemented or considered strategies like cohort hiring, mentoring, dual career support and partner hires, re-visioning your work culture, or other considerations outlined in “Leveraging Promising Practices”?

UC Davis has a Partner Opportunities Program in place, to assist partners and spouses of current or prospective academic staff (tenure track up) find employment at UC Davis:  
https://academicaffairs.ucdavis.edu/partner-opportunities-program-pop