
URGE Demographic Data for University of California, Merced and University of California, Davis

This is what was found by UC Central Valley at University of California, Merced and University of California, Davis on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data at each institution.

i. UNIVERSITY OF CALIFORNIA, MERCED

Resources:

UC Merced demographics reporting site: <https://cie.ucmerced.edu/analytics-hub>

UC workplace diversity site: <https://www.universityofcalifornia.edu/infocenter/uc-workforce-diversity>

What data is collected?

For staff: Ethnicity (reported as race for students), gender, disability status, veteran status. UCM has recently started collecting information on gender identity and sexual orientation. It's not clear how or if these demographics will be reported. (Are gender identity and sexual orientation questions also asked of students?)

What do the numbers tell you?

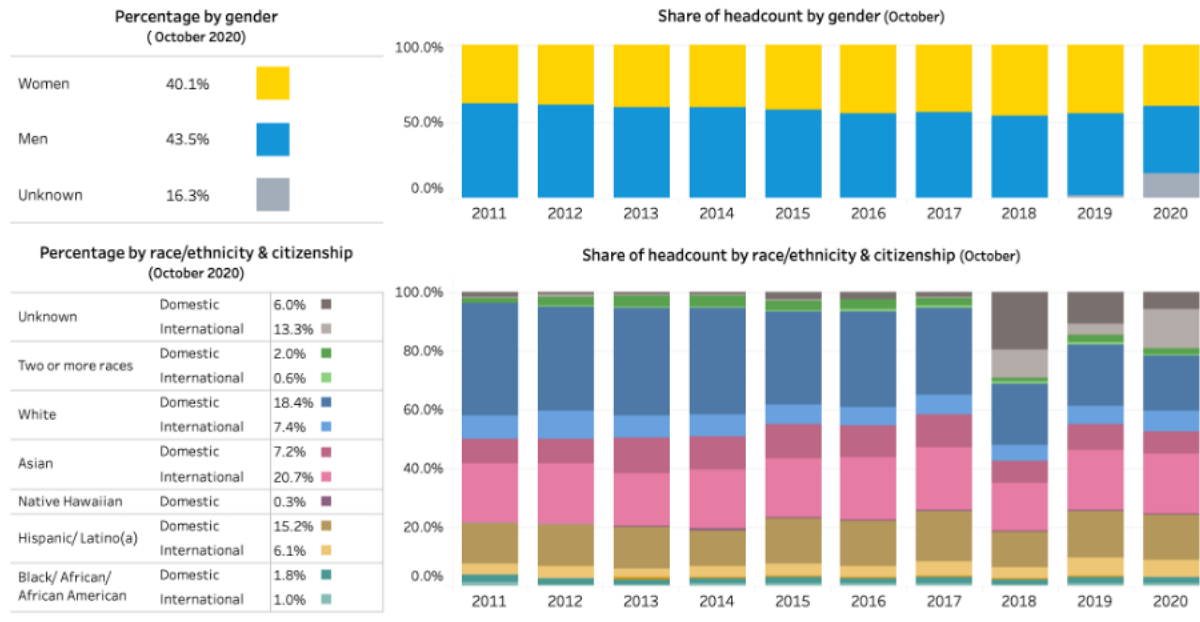
For students:

Student demographics are reported on UC Merced's analytics hub (<https://cie.ucmerced.edu/analytics-hub>) in terms of race and gender (their terms). UC Merced's undergrad student body is 58% Latinx, 18% Asian, 8% White, 4% Black. The graduate student body is 36% international (and no ethnicity is reported for these students); 26% are White, 20% Latinx, 2% Black. These trends are roughly invariant over the time period reported.

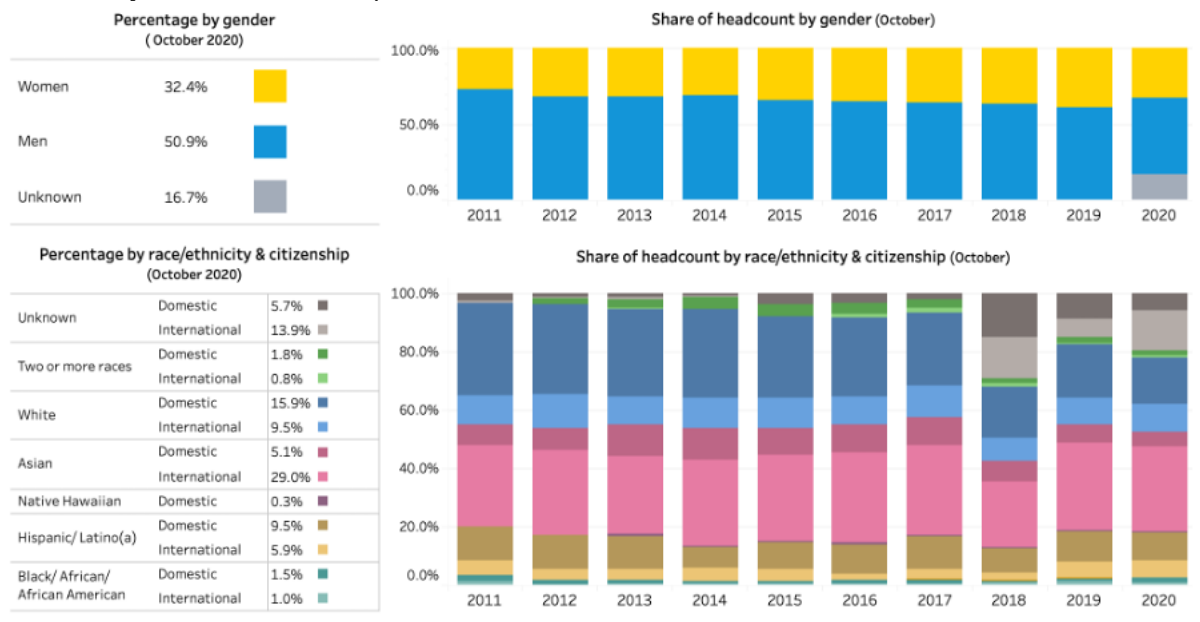
Graduate students employed on teaching or research assistantships are also reported on the UC workforce diversity website (<https://www.universityofcalifornia.edu/infocenter/uc-workforce-diversity>), which can be queried by campus, program, staff role, etc.

Demographic information below is from the UC workforce diversity reporting website. Gender demographics are also included here for completeness and to provide potential insights regarding intersectionality (or lack thereof). Variability in the size of the "unknown" category highlight the importance of survey design - 2018 likely reflects a change in the way ethnicity demographics questions were asked, and 2020 reflects a change in the gender questions.

For research and teaching assistants on the UC Merced as a whole, demographics reflect more international students and fewer Latinx students than the undergraduate population:

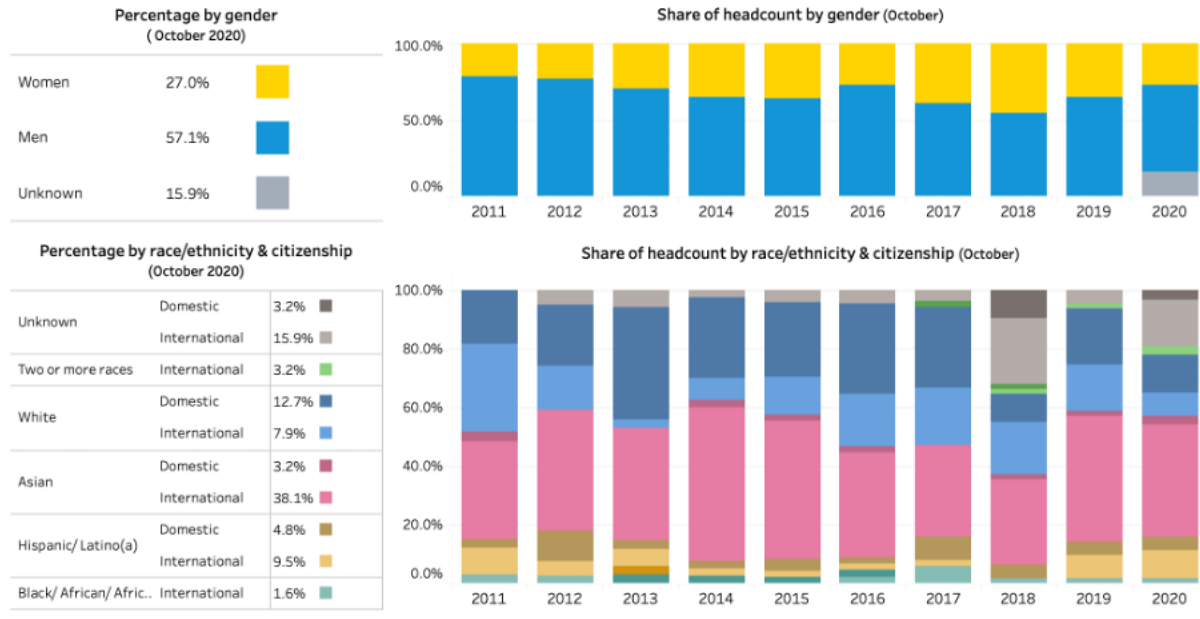


TAs and RAs in programs relevant to our pod (Engineering/CS, Life Sciences, Physical Sciences) are broadly similar to the campus as a whole:



For postdocs:

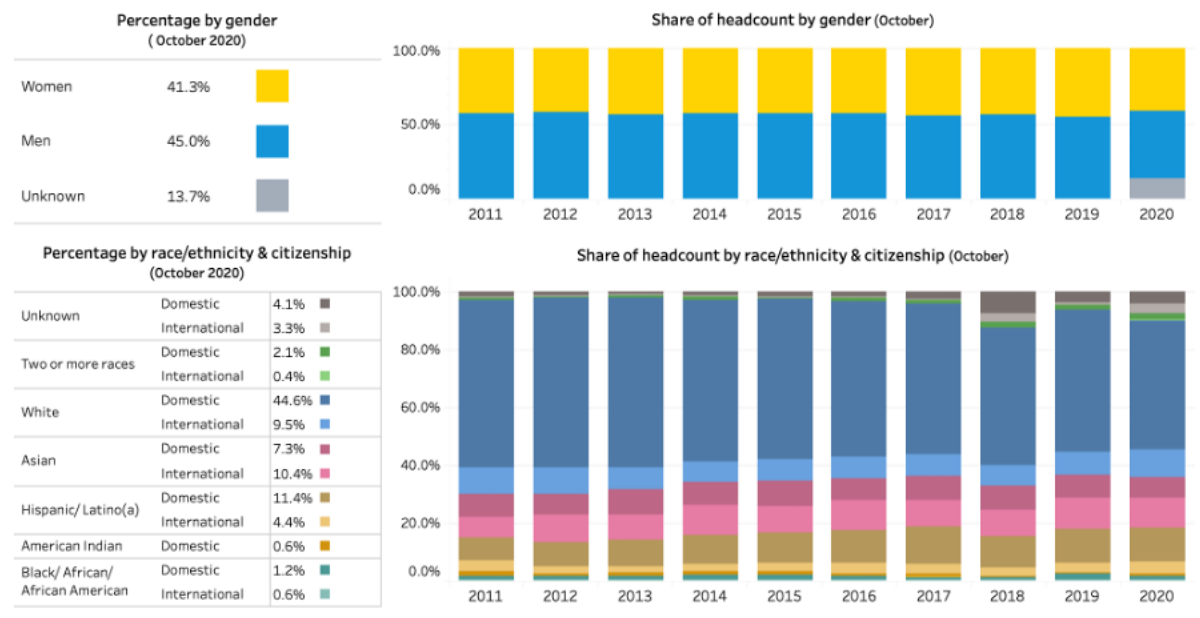
Many Postdocs at Merced (here reported for all disciplines) come from overseas, especially from Asia. Demographics in this group shift markedly from year to year, as these are often short-term positions. BIPOC folks are underrepresented.



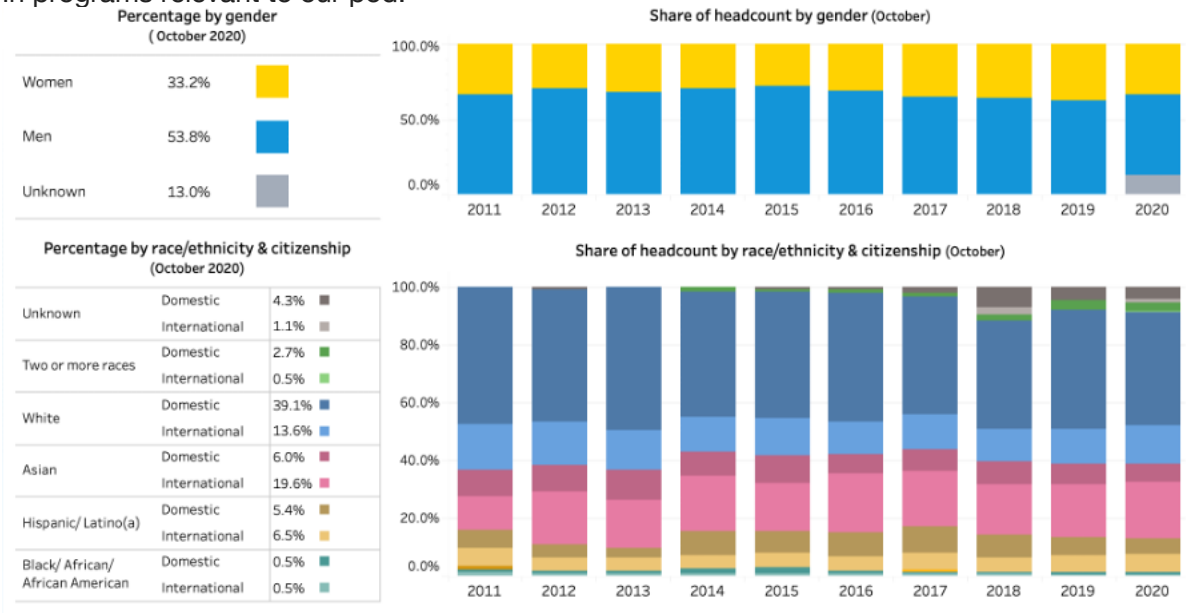
For faculty

Broadly, UCM has a more diverse faculty/staff than many universities, but not as diverse as the general population or the student populations we serve. No trend in increasing diversity is apparent in the years reported, and BIPOC are particularly underrepresented in science fields.

In the UCM faculty, campus-wide:

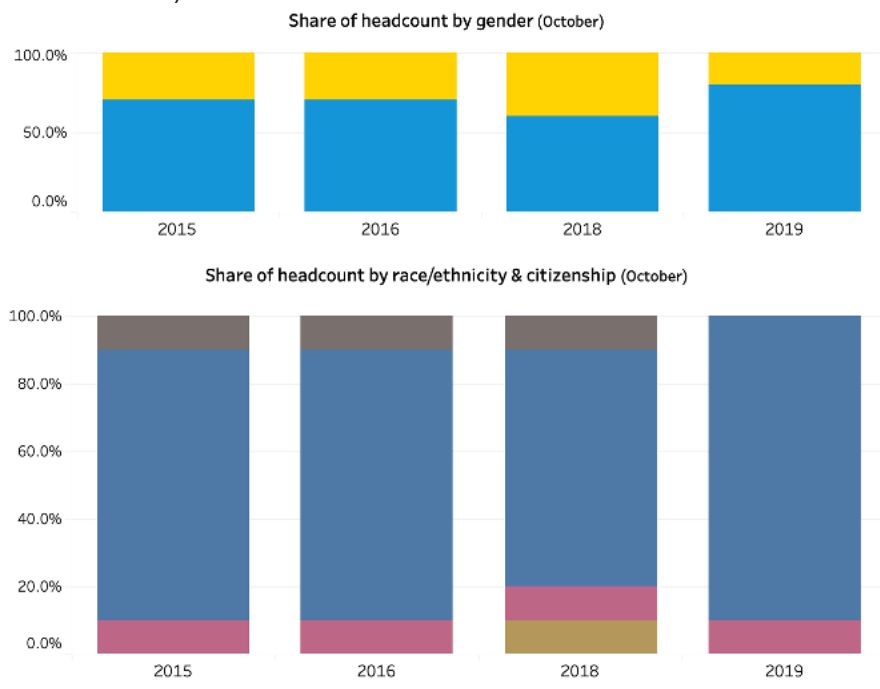


In programs relevant to our pod:



For leadership

Demographics on specific roles (e.g. Deans) are not reported. Non-academic staff in the Senior Management Group demographics reporting is a bit more limited than other workforce categories, but is as follows (same colors as previous graphics: grey=unknown, blue=White, pink=Asian, brown=Lantinx):



Is it public?

Yes. The reporting sites are interactive and easily searchable. Data on the UC workforce diversity site is also downloadable.

Who do we celebrate?

There aren't many named awards or lectures at UC Merced, perhaps because we're such a new institution. Of four graduate fellowships are named for donors or distinguished alumni, one - The Eugene Cota-Robles (ECR) Fellowship - is named in honor of one of the first Mexican-American professors in the University of California system. Named lecture series like the McArthur Lecture Series and the Pellisser Speaker Series are named for donors, and have both included Latinas in recent years.

Are there stated and measurable goals for representation?

From the broader UC Diversity statement:

"University of California renews its commitment to the full realization of its historic promise to recognize and nurture merit, talent, and achievement by supporting diversity and equal opportunity in its education, services, and administration, as well as research and creative activity. The University particularly acknowledges the acute need to remove barriers to the recruitment, retention, and advancement of talented students, faculty, and staff from historically excluded populations who are currently underrepresented"

From UC Merced's Diversity statement:

"As a common goal, we will work together to ensure all members of our academic community reflect the multiplicity of identities in our region"

ii. UNIVERSITY OF CALIFORNIA, DAVIS

Overall Summary: The demographic data made available by UC Davis as a whole was scarce. We were unable to locate annual data for staff, but were able to find one climate study report in which there was information pertaining to numbers. Improvements at both an institutional and department level must be made to increase transparency for DEI efforts.

University Level:

Summary: Most of the demographic information found for UC Davis within Google searches and without having to ask, was collected solely on the student population. Digging deeper into the ucop.edu website, we were able to find information pertaining to gender, race, and the changes over the last 10 years for the UC System as whole(1). Additionally, another chapter of the Accountability Report breaks down some of these same indicators for non-student staff and other positions/titles(2). We are unsure of where else this information lives or how it is distributed. In the same vein, there are dashboards available to see past and present workforce diversity but they were difficult to find as well(3). Lastly, there are graphs highlighting the racial/ethnic distribution of staff, faculty, and academic employees by location for Fall 2014 (4).

1: <https://accountability.universityofcalifornia.edu/2020/chapters/chapter-5.html>

2: <https://accountability.universityofcalifornia.edu/2020/chapters/chapter-6.html>

3: <https://www.universityofcalifornia.edu/infocenter/uc-workforce-diversity>

4: <https://accountability.universityofcalifornia.edu/2015/chapters/chapter-7.html#7.3.3>

John Muir Institute of the Environment(JMIE):

Summary: Demographic data, though voluntarily collected when applying, is not retained nor used in any way directly within the department. After contacting the HR office within this department, we were told that this information, pertaining to gender, race etc, does not exist. Upon further investigation, we were able to reach out to the Diversity, Equity, and Inclusion Office for UC Davis and obtain this information.

Center for Watershed Sciences:

Summary: Similar to JMIE, there is no collection and/or availability of demographic data for staff within CWS. There are no demographics for this individual unit readily available on their website or within the datasets available from UC Davis. Similarly, we were also able to reach out to the Diversity, Equity, and Inclusion Office for UC Davis and obtain this information.

Policy Recommendations and Action Items from the UCD sub-Pod:

Campus Department Level- John Muir Institute of the Environment:

- Collection of demographic information at hiring level which is then made available and tracked over time
 - For information pertaining to staff and departments, requests were made and took some time to receive the information asked for
 - This will allow for questions such as individual from what backgrounds are applying and which are then be hired

Center for Watershed Sciences:

- Providing a public dashboard of workplace demographics on CWS website
- This will increase inclusivity efforts
- Highlight to prospective graduate students and employees about current workplace personnel
- Documents changes over time publicly so that DEI goals of the executive committee can be assessed for success

Conclusion:

There seems to be lots of information that is in various different places and not easily accessible. This makes making changes locally even more difficult since there are no references or examples from the university itself. The lack of accessibility to this data also pushes whatever inclusivity goals the department may have to side due to its inability to track progress towards its goals.