



Examining Contributions to Equity in the Context of Our SEA Change Action Plan

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SEA CHANGE
INSTITUTIONAL
BRONZE AWARD

UC Davis Action Plan: 2019

1. Conduct salary equity analyses every year to understand if systematic biases disproportionately disadvantage women, people of color, and the intersectionality of these groups.
2. Provide on-going budgeted central funding for the STEAD (Strength Through Equity and Diversity) Committee, which trains all faculty who serve on search committees about implicit bias and use of Statements of Contributions to Diversity.
3. Hire a new administrator: the Vice Chancellor for Diversity, Equity, and Inclusion.

UC Davis Action Plan: 2019


4. Evaluate the outcomes of our various AFD grants
5. We will measure sense of belonging through student surveys, and we will expect to close achievement gaps of students, including graduation rates
6. The UC Davis Academic Senate wants to have a five-year review of Step Plus to ensure that faculty – in particular women and underrepresented minorities – are not being disadvantaged by it.
7. Results of the COACHE present data that is disaggregated by gender, ethnicity, and race in ways that will allow a focus on those communities when data shows climate issues.

UC Davis Action Plan: 2019

8. Need to achieve better integration of campus databases to include disability and military/veteran status, along with other demographic measures (gender, ethnicity) and measures of academic success (e.g., advancement) and salary information.
9. We would like to better understand the distribution of ethnicity and its intersectionality with gender. This will help us understand where there are gaps between our faculty and students (for example, although we have many Vietnamese students, we have very few Vietnamese faculty).

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10. To increase the number of lactation rooms with refrigerators AA will work with Human Resources to obtain the cost of supplying refrigerators to all lactation rooms lacking them; request funding from the Provost to purchase the refrigerators and install them; publicize to the campus through our Academic Affairs newsletter that all lactation rooms contain refrigerator for personal storage.



Cooler Bag

Medela's Cooler Bag is perfect for safely transporting breast milk to and from work and day care while keeping it cool.

[FIND A STORE](#)

The image shows a black Medela Cooler Bag with its lid open, revealing a blue ice pack and two yellow-lidded Medela storage bottles. Two more Medela storage bottles are shown in the foreground. The Medela logo is visible on the bag and bottles.

UC Davis Action Plan: 2019

11. In parallel with the Academic Senate's analysis of advancement under Step Plus, Academic Affairs will examine the impact of the use of "stopping the clock" on advancement, as well as looking at differences across academic units on the campus (including those that are predominantly comprised of STEM faculty).
12. We would like to invite all Assistant Professors who have used our "Stop the Clock" program, and all Associate or full Professors who have used postponements for child-related purposes, to utilize the services of our Work Life advisors and/or assign each of these advisors a list of new faculty to whom they should reach out and share information about our Work Life program/policy/resources.

How do we plan to measure change?

Examples:

- Distribution of free lactation refrigerator bags
- COACHE Job Satisfaction Survey: 2017 vs 2021
- COACHE Exit and Retention Surveys
- Student surveys
- Staff Experience annual surveys
- Analyses of advancement rates over time
- Analyses of salary equity program's impact
- Analysis of impact of AFD grants on faculty hiring and retention

Example of impact of our salary equity program

Decade of hire	2014 analysis		2016 analysis		Percent change
	coefficient	<i>P</i> -value	coefficient	<i>P</i> -value	
2016 or 2014 – 2005 (reference)	0	-	0		
2004 - 1995	-1.999	<0.001	-0.779	<0.001	61%
1994 - 1985	-4.374	<0.001	-1.938	<0.001	56%
1984 - 1975	-4.183	<0.001	-1.936	<0.001	54%

Multivariable regression analysis, after control of confounding factors, found that decade of hire was the sole significant determinant of salary inequity, as defined by disparities in off-scale (stochastic) salary components.

We expect that new regression models will show an even greater decline in these regression coefficients.

Eligibility

- Having an off-scale salary below the mean off-scale salary within their comparison group
- Not a member of Health Sciences Compensation Plan (HSCP)
- Not in a Represented Academic Title
- Advancing in their series above a benchmark (<1% affected)
- Has minimum 5% (0.05 FTE) in any equity comparison group ...

Equity Comparison Group

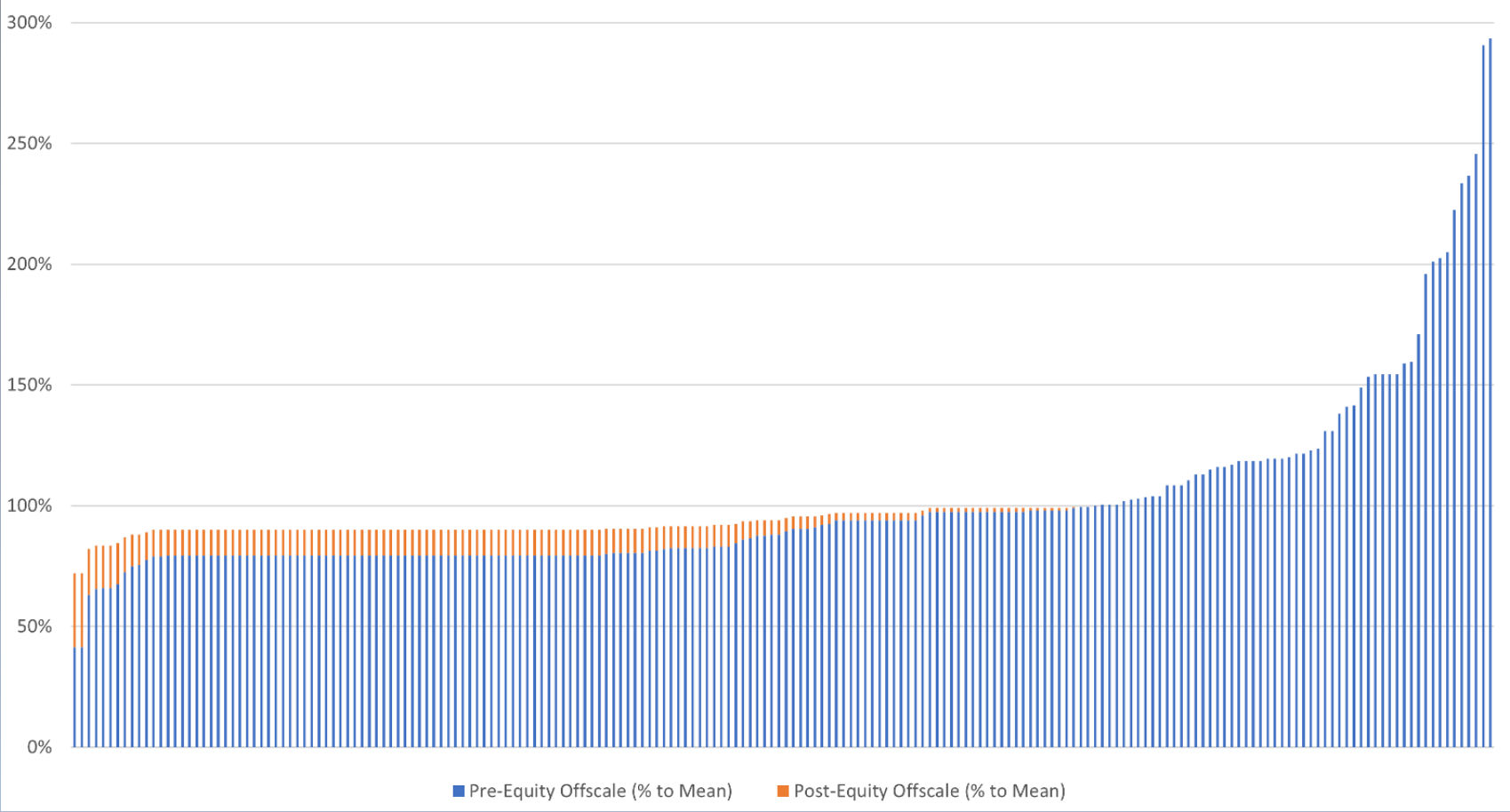
- Academic series*
- School/college**
- B/E/E (Business, Economics, and Engineering) salary scale or not
- Above Scale separate from Non-Above Scale

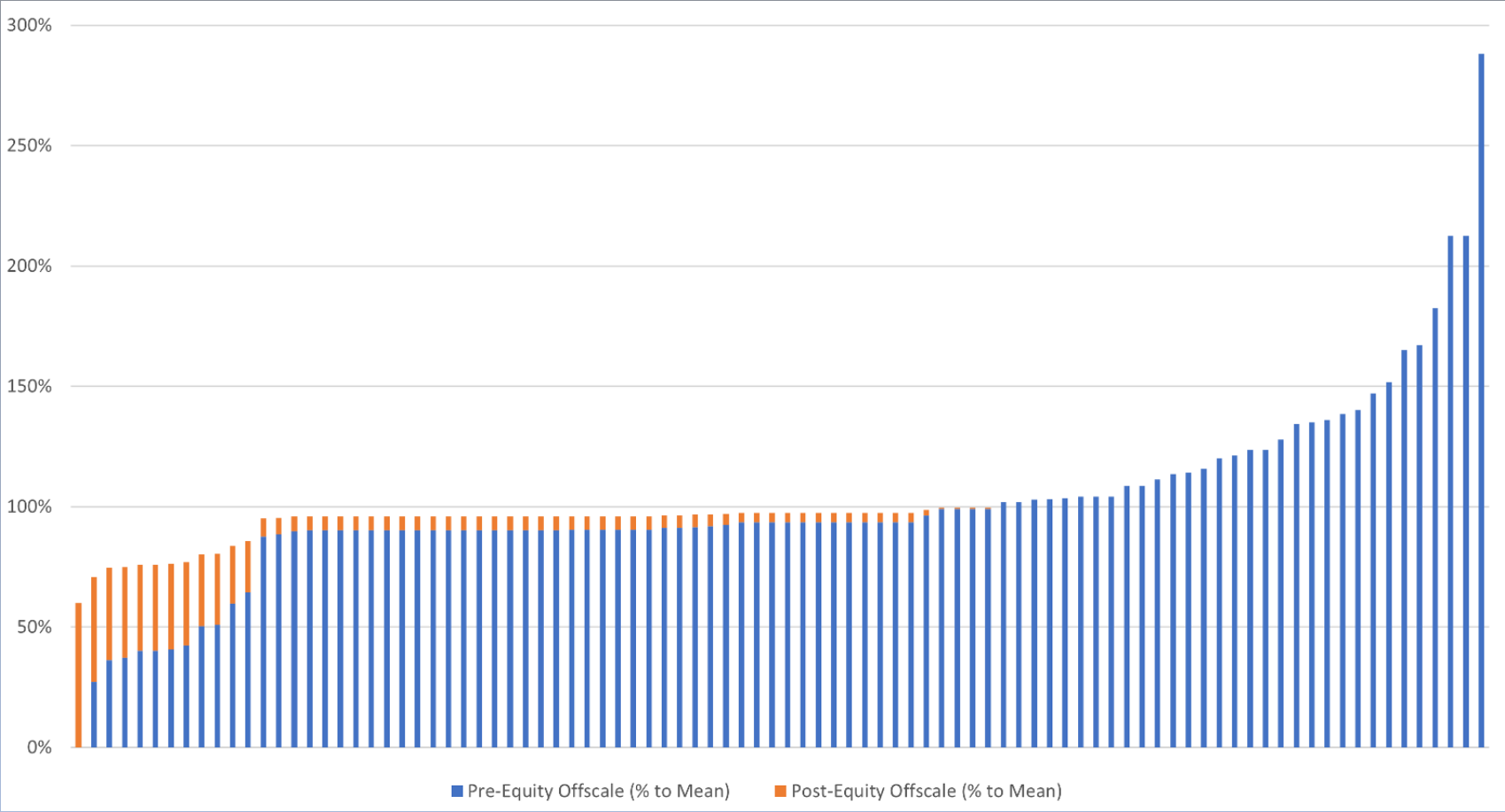
* Lecturer with Security or Potential Security of Employment series is treated together with faculty in the Professorial series for 2022-23

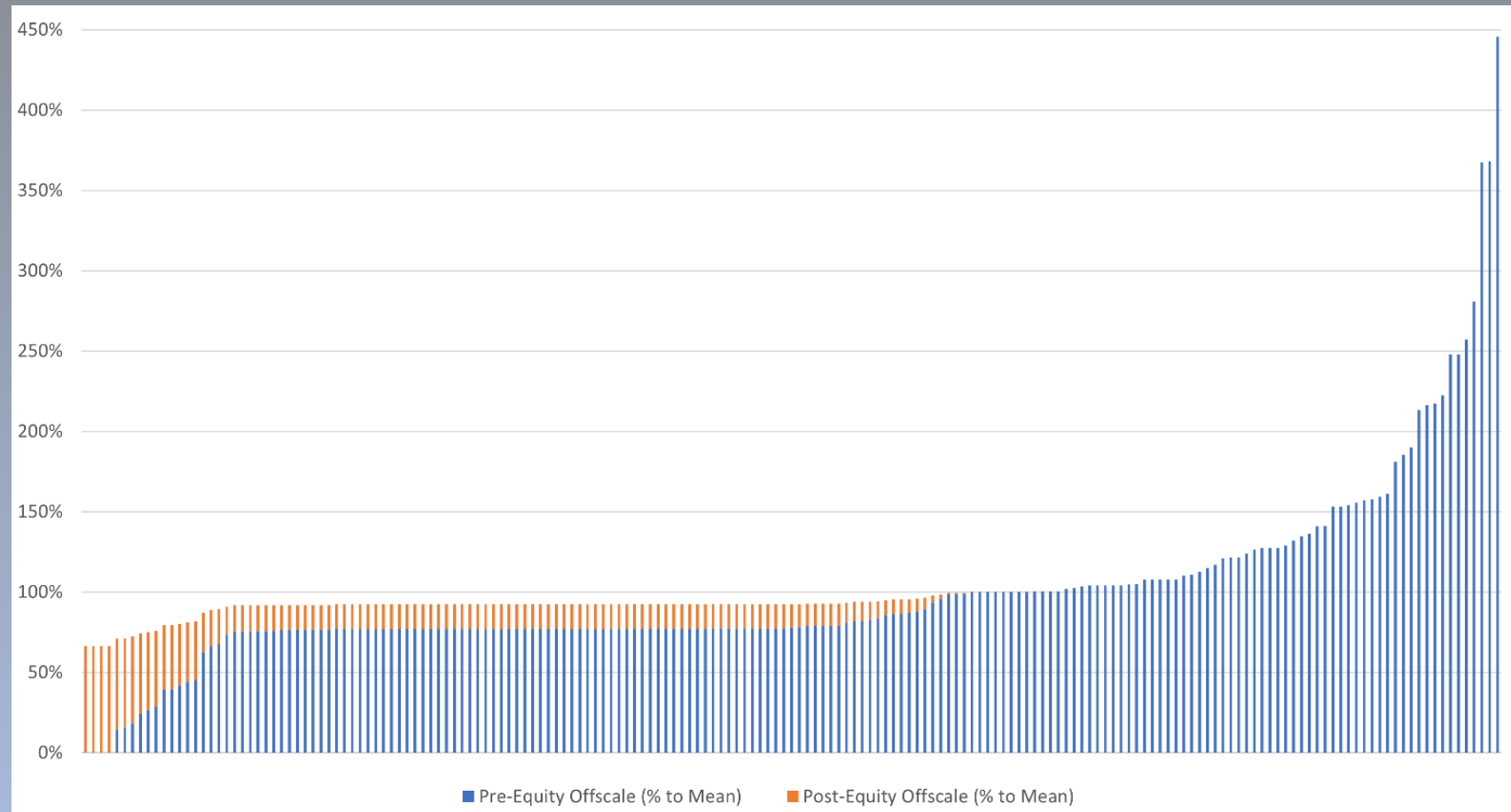
** College of Letters and Sciences were slightly modified in consultation with the Dean, and divided into four sub-disciplinary groups (math/physical sciences, social sciences, humanities/arts/cultural sciences, and economics).

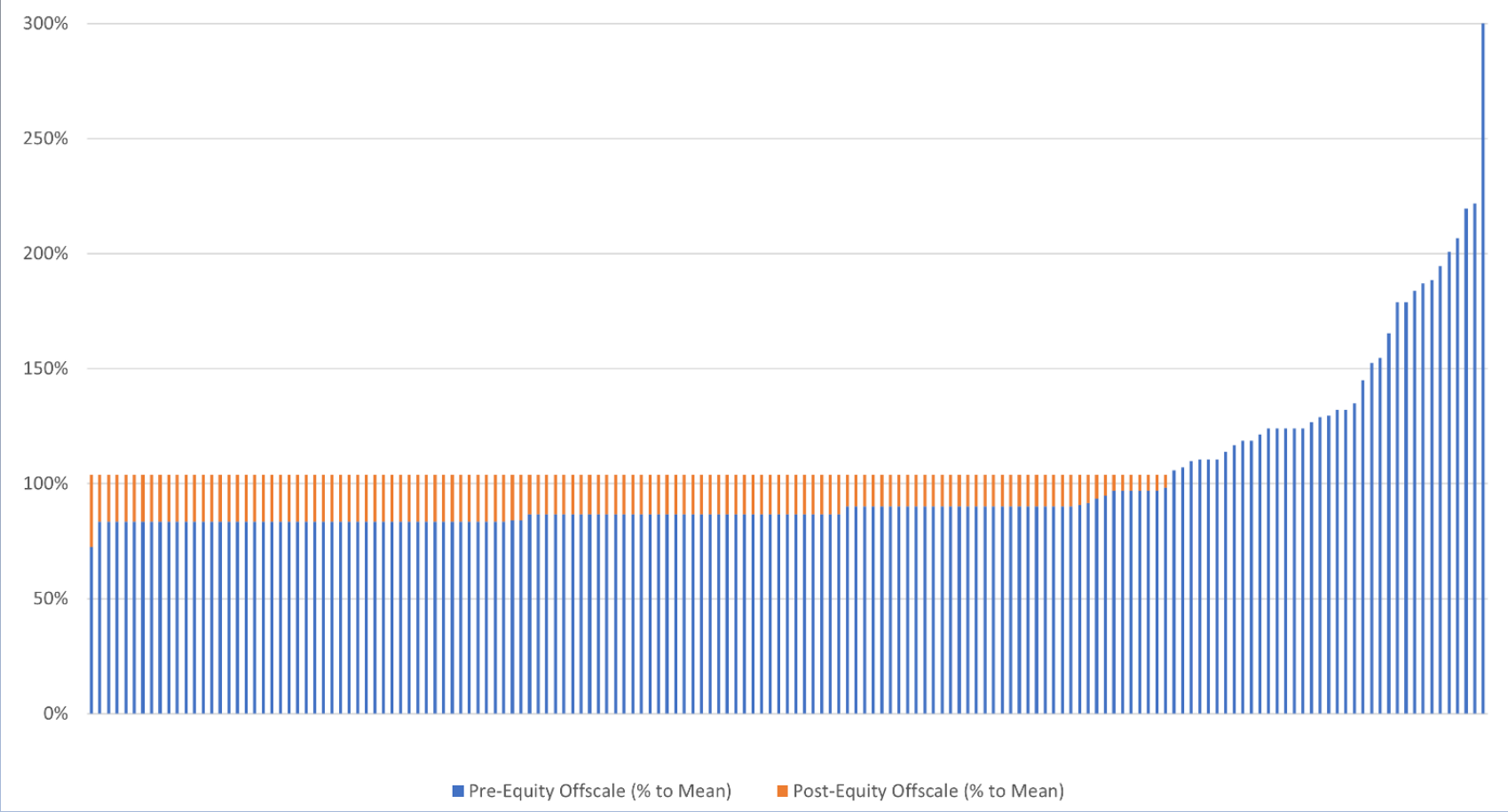
Equity Analyses

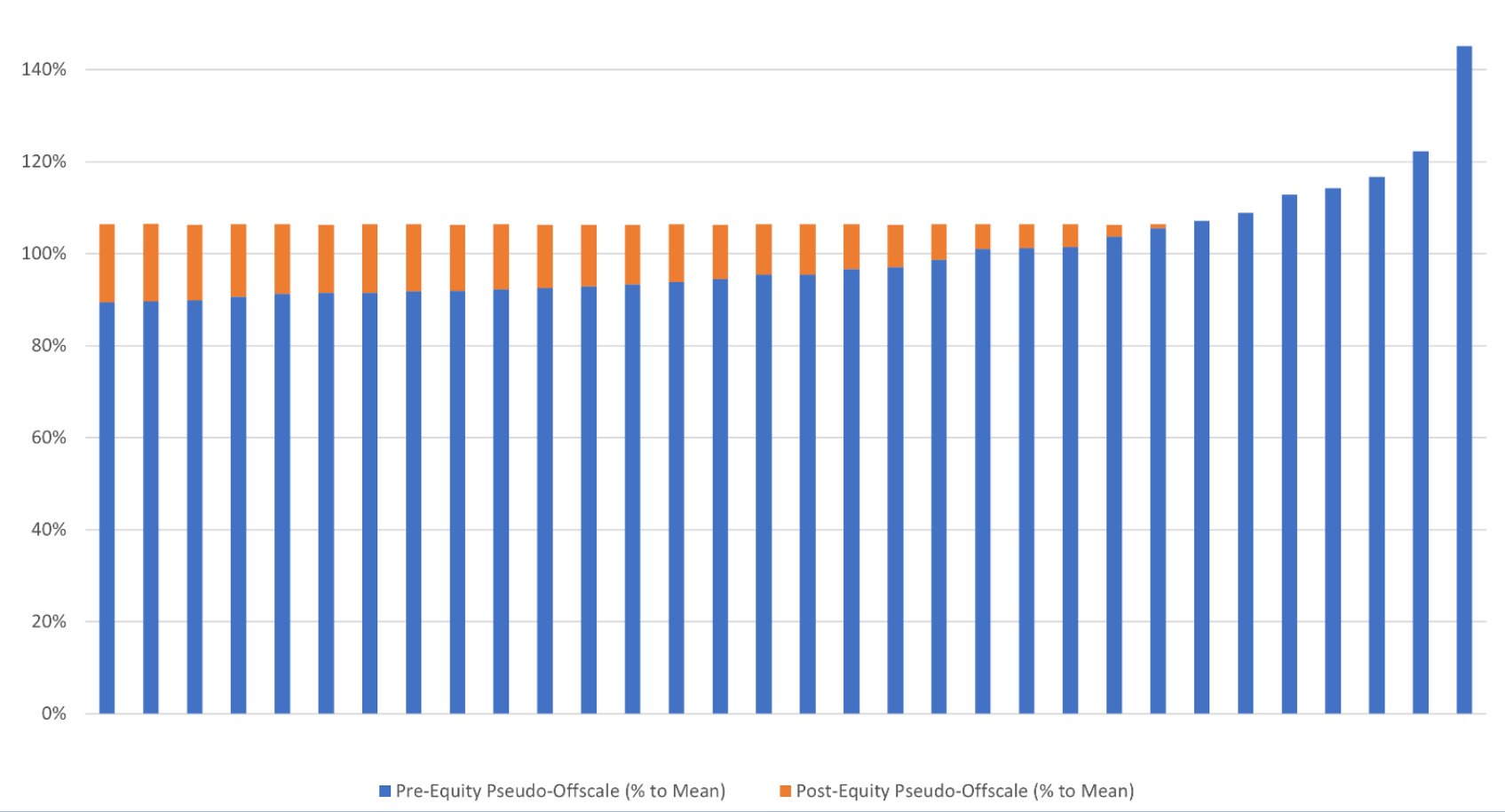
- Done entirely in the Office of Academic Affairs
- Performed nonparametrically for equity, not equality
- Deans were not involved in deciding who received equity adjustments
- Pragmatic: comfort the afflicted, and ~~afflict~~ ignore the comforted
- Pragmatic: the more afflicted you are, the most comforted you'll be











Largest Impacts

- Out of the 5 largest individual-level equity adjustments, 4 were awarded to those in the LSOE series.
- 66% of those in the LSOE series received an individual-level equity adjustment in the top 10% of largest individual level equity adjustments.

Future Plans

- By Gender, by Ethnicity
- By Professorial series, by LSOE series
- By Year of Hire