Resolution # 1501A
Resolution in Support of Full and Permanent Participation of Graduate Students in Faculty Hiring Processes

RESOLUTION PASSES BY VOTE OF ASSEMBLY ON APRIL 2nd, 2015

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WHEREAS The Graduate Assembly Delegates voted to adopt the topic of diversity as an advocacy agenda item for the 2014-2015 session; and

WHEREAS The University of California Student Association has adopted a new two-year campaign to increase diversity throughout the UC system; and

WHEREAS The University of California acknowledges it lags behind peer institutions in hiring faculty women and underrepresented minorities1; and

WHEREAS 70% of the UC Berkeley ladder-rank faculty is male, 77% white, and 87% heterosexual2; and

WHEREAS UC Berkeley graduate students in multiple departments have developed graduate diversity counsels to discuss climate, equity, and inclusion issues; and

WHEREAS The Department of Environmental Science Policy and Management’s Graduate Diversity Council has begun the campaign #DiversityInTheUniversity NOW!3 with financial and logistical support from the Graduate Assembly; and

WHEREAS One of the major asks of both the #DiversityInTheUniversity NOW! and UCSA campaign is representation of graduate students in faculty hiring decisions; and

WHEREAS There is a large body of literature noting the prevalence of implicit bias and discrimination against women3 and ethnic minorities4 in academia; and

WHEREAS In conversations with the GA President and EAVP, the Vice Chancellor of Faculty Equity stated graduate student participation in faculty hiring often results in more favorable diversity outcomes because students challenge the implicit bias of senior faculty; and
WHEREAS The UC Office of Faculty Equity and Welfare acknowledges the many potential benefits of including graduate students on faculty search committees, and reports that it is increasingly common to have graduate students who are full voting members; and

WHEREAS Preliminary data collected from the Graduate Student Affairs Officers (GSAOs) show that currently only 18 out of 60 surveyed programs prevent graduate students from participating in faculty search committees,

RESOLVED The Graduate Assembly endorses full and permanent participation of graduate students in faculty hiring processes in all aspects involved in this process and with the equal rights to interview and provide input as faculty; and

RESOLVED The Graduate Assembly endorses the restructuring of ad-hoc faculty search committees to include at least one graduate student in every new faculty hire with the ultimate goal of 20% graduate student representation;

RESOLVED The graduate student representatives on faculty search committees will be democratically elected by the graduate students of the department, not appointed by the department faculty or chair;

RESOLVED In the unlikely event that no student volunteers to participate on the ad-hoc committee, one of the department’s GA Delegates should either serve or appoint a student to the committee. Only in the event that the department has no GA Delegate or volunteer should a student be appointed by the faculty;

RESOLVED The appointment of the graduate student representative will be widely publicized within the department and the representative will make themselves accessible to the input of other students in the department;

RESOLVED The graduate student representatives on faculty search committees will be granted access to all necessary materials to make informed decisions, including confidential letters of recommendation, letters of intent, research statements, and curriculum vitae for each candidate;

RESOLVED The vote of each graduate student representatives on faculty search committees will be weighted equally to that of all other members of the faculty search committee,
RESOLVED  The Graduate Assembly delegates will present a letter in support of graduate student representation on faculty hiring committees to their department chair, and the GA President will deliver a similar letter to the Graduate Dean to share with the GSAOs, and be it finally

RESOLVED  The Graduate Assembly website will provide best practices and models of departments which have successfully included student voice in the faculty hiring process.

1. http://accountability.universityofcalifornia.edu/index/chapter/6