



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

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

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7 **Authored by Iman Sylvain – GA EAVP, Mary June Flores – GA IVP**

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

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

14
15 WHEREAS The University of California acknowledges it lags behind peer institutions in
16 hiring faculty women and underrepresented minorities¹; and

17
18 WHEREAS 70% of the UC Berkeley ladder-rank faculty is male, 77% white, and 87%
19 heterosexual²; and

20
21 WHEREAS UC Berkeley graduate students in multiple departments have developed graduate
22 diversity counsels to discuss climate, equity, and inclusion issues; and

23
24 WHEREAS The Department of Environmental Science Policy and Management's Graduate
25 Diversity Council has begun the campaign #DiversityInTheUniversity NOW!³
26 with financial and logistical support from the Graduate Assembly; and

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

30
31 WHEREAS There is a large body of literature noting the prevalence of implicit bias and
32 discrimination against women³ and ethnic minorities⁴ in academia; and

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34 WHEREAS In conversations with the GA President and EAVP, the Vice Chancellor of
35 Faculty Equity stated graduate student participation in faculty hiring often results
36 in more favorable diversity outcomes because students challenge the implicit bias
37 of senior faculty; and

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The Graduate Assembly

UC BERKELEY'S GRADUATE STUDENT GOVERNMENT

- 39 WHEREAS The UC Office of Faculty Equity and Welfare acknowledges the many potential
40 benefits of including graduate students on faculty search committees, and reports
41 that it is increasingly common to have graduate students who are full voting
42 members; and⁵
43
- 44 WHEREAS Preliminary data collected from the Graduate Student Affairs Officers (GSAOs)
45 show that currently only 18 out of 60 surveyed programs prevent graduate
46 students from participating in faculty search committees,
47
- 48 RESOLVED The Graduate Assembly endorses full and permanent participation of graduate
49 students in faculty hiring processes in all aspects involved in this process and with
50 the equal rights to interview and provide input as faculty; and
51
- 52 RESOLVED The Graduate Assembly endorses the restructuring of ad-hoc faculty search
53 committees to include at least one graduate student in every new faculty hire with
54 the ultimate goal of 20% graduate student representation;
55
- 56 RESOLVED The graduate student representatives on faculty search committees will be
57 democratically elected by the graduate students of the department, not appointed
58 by the department faculty or chair;
59
- 60 RESOLVED In the unlikely event that no student volunteers to participate on the ad-hoc
61 committee, one of the department's GA Delegates should either serve or appoint a
62 student to the committee. Only in the event that the department has no GA
63 Delegate or volunteer should a student be appointed by the faculty;
64
- 65 RESOLVED The appointment of the graduate student representative will be widely publicized
66 within the department and the representative will make themselves accessible to
67 the input of other students in the department;
68
- 69 RESOLVED The graduate student representatives on faculty search committees will be granted
70 access to all necessary materials to make informed decisions, including
71 confidential letters of recommendation, letters of intent, research statements, and
72 curriculum vitae for each candidate;
73
- 74 RESOLVED The vote of each graduate student representatives on faculty search committees
75 will be weighted equally to that of all other members of the faculty search
76 committee,



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78 RESOLVED The Graduate Assembly delegates will present a letter in support of graduate
79 student representation on faculty hiring committees to their department chair, and
80 the GA President will deliver a similar letter to the Graduate Dean to share with
81 the GSAOs, and be it finally
82
83 RESOLVED The Graduate Assembly website will provide best practices and models of
84 departments which have successfully included student voice in the faculty hiring
85 process.

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1. <http://accountability.universityofcalifornia.edu/index/chapter/6>
 2. <http://diversity.berkeley.edu/sites/default/files/Diversity-Snapshot-web-FINAL.pdf>
 2. <http://www.diversityu.org/diversity-in-the-university.html>
 3. P.A. Roos, M.L. Gatta. Gender (in)equity in the academy: Subtle mechanism and the production of inequality. *Research in Social Stratification and Mobility*, 27 (3) (2009), pp. 177–200
 4. Ware, Leland. "People of color in the academy: Patterns of discrimination in faculty hiring and retention." *BC Third World LJ* 20 (2000): 55.
 5. http://ofew.berkeley.edu/resources/Senate_search_guide.pdf