



ADVANCE Program
for Faculty Equity and Diversity

535 Administration Building
University of California, Irvine
Irvine, CA 92697-1000
(949) 824-2798
Fax: (949) 824-2513
<http://advance.uci.edu>

To: Bill Parker
Chair, Council on Faculty Welfare

Date: 15 January 2010

Subj: Faculty Climate at UCI

Again, I want to thank you and your colleagues from the Council on Faculty Welfare for your willingness to discuss common interests that relate to faculty equity and diversity at the ADVANCE Program Advising Committee (APAC) meeting in the fall quarter.

This winter quarter I like to continue our discussion as it relates to faculty job satisfaction and/or climate. As you are aware, faculty respondents to the ADVANCE 2009 faculty climate survey indicated a high degree of dissatisfaction in reference to general job satisfaction. Women faculty were significantly less satisfied than men. In reference to a cluster of questions about department climate, women respondents either experienced or observed a significantly higher number of negative incidents based on gender.

I am sure that all of our colleagues would readily agree that an inclusive faculty culture is essential to the mission of the university and integral to career success. There is however no such statement that describes this aspiration. Such a statement would help to clarify this general sentiment while furnishing our colleagues with an affirmative set of best or promising practices to build an inclusive culture. Any such statement, of course, must be consistent with the UC Faculty Code of Conduct. The Senate Work-Life Balance Statement may serve as a precedent or model from which to develop a similar statement that underscores the senate's commitment to sustaining an inclusive faculty culture at UCI.

Let's build a great university together!

A handwritten signature in cursive script, appearing to read "DM Haynes".

Douglas M. Haynes
Associate Professor
Director, UCI ADVANCE