

September 9, 2002



Reaffirming and Extending Caltech's Commitment to Attract and Retain a Diverse Faculty

As the 21st century begins, institutions of higher education face the challenge of increasing the diversity of their faculties across the disciplines, especially in science and engineering. To the extent that their faculties currently do not represent the diversity of American society, institutions fail to take advantage of the full range of talent available and fail to offer their students an educational environment that is representative of the country. Caltech, an institution primarily focused on the highest caliber research and education in engineering and science, recognizes a special responsibility to attract and retain a diverse faculty.

One component of faculty diversity involves the representation of women; the need to focus on this aspect is made more compelling by the significant numbers of women at the undergraduate, graduate, and postdoctoral levels. In December 2001, the Committee on the Status of Women Faculty at Caltech (CSWFC) issued a report (available at <http://diversity.caltech.edu>) that raised serious issues regarding the experiences of women faculty at the Institute. The Caltech Administration commends the committee on its dedication and effort and wholeheartedly endorses the committee's concluding comment:

In essence, to achieve its full potential, Caltech needs to hire more women faculty, be more proactive in nurturing its junior faculty, and make itself friendlier to the working family.

The Caltech Administration commits itself to addressing in a substantive manner the concerns raised by the CSWFC Report and to implementing changes at the institutional level that respond to the Committee's recommendations. Many of the recommendations apply equally well to the situation of underrepresented minorities. The Administration emphasizes it is also committed to increasing the participation of underrepresented minorities at all academic levels.

Increasing the number of women and underrepresented minority faculty. Caltech will aggressively and proactively recruit women and underrepresented minorities for faculty positions. Concerns of rank or overly narrow disciplinary focus will not be permitted to foreclose the consideration of these candidates in faculty searches. Visiting faculty and postdoctoral positions will be used to bring women and underrepresented minorities to campus to provide visibility for these individuals and their accomplishments and to allow them to experience and enrich the intellectual and educational environment offered by Caltech.

Ensuring equity in salary between male and female professors. Careful attention will be paid to the salaries of women faculty to ensure that there is no systematic undervaluing of their contributions.

Improving mentoring and the tenure experience. Mentoring and tracking programs for junior faculty are being established throughout the Institute. The Divisional and Institute-wide tenure processes are being more clearly defined and will be more regularly scrutinized.

Increasing the participation and visibility of women faculty. The participation of women in upper level administration is already increasing, with the recent election of women to the positions of Chair and Vice Chair of the faculty and the appointments of women to the Chairmanship of one of Caltech's six academic Divisions, to a Vice Presidency and to the Directorship of the Beckman Institute. Several women have also recently been awarded endowed chairs. This laudable trend is expected to increase as women faculty advance in rank throughout the Institute.

Improving the working environment. The Administration recognizes the challenges faced by faculty in balancing family and personal responsibilities and needs with the demands of an academic career. The Administration is committed to assisting working families through provision of expanded daycare opportunities for young children and through progressive parental leave policies.

Monitoring progress. Progress in the implementation of the recommendations of the CSWFC will be monitored by the Administration in close coordination with a standing or *ad hoc* faculty committee constituted by the Faculty Board. The Administration is equally committed to monitoring the Institute's progress in the recruitment and retention of underrepresented minority faculty.

The Caltech Administration recognizes that the changes called for here are not its sole province but will require the engagement and participation of the

Caltech faculty. We remain firmly committed to fulfilling the mandate of the presidential inaugural address of March 1998:

Caltech has for years recognized the need to focus on issues of diversity and has made great strides. However, it is an unfinished agenda, and a difficult one – only thoughtful analysis and committed effort on the part of the entire campus will make it happen.

The Administration appreciates the efforts already made by the faculty in this regard and calls upon the faculty to continue its commitment to increasing diversity at Caltech.

David Baltimore, President

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Steve Koonin, Provost

A handwritten signature in black ink, appearing to read "Steve Koonin".