

NO Academic Diversity at UCLA--Summary

<https://calmatters.org/commentary/uc-imposes-political-litmus-test/>

CalMatters.org July 28, 2019

UC imposes political litmus test

By [Dan Walters](#) dan@calmatters.org (Senior Columnist for Several California Newspapers)

Although UC's Board of Regents [officially declares](#) that "No political test shall ever be considered in the appointment and promotion of any faculty member or employee," a new UC policy seems to be doing exactly that.

As part of its "commitment to diversity and excellence," UC's administrators are telling recruiters for faculty positions, as one directive puts it, to take "pro-active steps to seek out candidates committed to diversity, equity and inclusion."

To enforce that dictum, UC also requires applicants for new faculty employment and promotions to submit "diversity statements" that will be scored "with rubrics provided by Academic Affairs and require applicants to achieve a scoring cutoff to be considered."

"But it is entirely inappropriate to require diversity statements in the process of appointment and promotion. Such requirements risk introducing a political litmus test into faculty hiring and reviews."

In the name of "diversity," therefore, the new litmus test would make the overwhelmingly liberal UC faculty even less ideologically diverse.

<https://bruinreview.com/the-crisis-of-discourse-solutions-from-an-educator/>

Bruin Review May 30, 2019

The Crisis of Discourse: Solutions from an Educator

By: [Micha Balourdas](#) UCLA Class of 2021

Higher education has a problem; it is becoming ideologically homogeneous. Universities have long been established as incubators of progress and the resulting ideological tilt has been accepted as innate. However, recently this progressive tilt has given way to dominance. Whereas speech was previously only stifled by socially enforced censorship, now students face institutional pressure.

On college campuses, students, faculty, and professors contribute to a climate in which disagreement with the status quo is discouraged. Although academia is the most clearly afflicted, the greatest cause of concern is the impeded intellectual development of students.

Effective implementation in higher education rests on the ability of students to critically assess differing viewpoints. Allowing a majority to squelch speech – unintentionally or intentionally – is detrimental to the intellectual growth of students.

This is why we must listen. This is why we must think. This is why we seek truth through discourse.

<https://dailybruin.com/2019/04/18/uclas-skewed-hiring-process-leads-to-lack-of-political-intellectual-diversity/>

UCLA Daily Bruin April 18, 2019

UCLA's skewed hiring process leads to lack of political, intellectual diversity

By [William Bleveans](#) [UCLA Daily Bruin Editorial Board and Opinion Columnist](#)

The data is unambiguous: UCLA's faculty is composed overwhelmingly of liberal-leaning academics educated at prestigious coastal universities.

This apparent lack of ideological diversity within UCLA's faculty can inhibit students' understanding of academic subjects, especially given that political homogeneity might prevent them from being exposed to a full range of academic perspectives.

It should be concerning that a wide variety of intellectual principles – from economic preconceptions to synthesis of current political issues – are formed in the confines of classrooms increasingly unlikely to be headed by conservative professors. Moreover, a lack of geographic diversity among faculty can give rise to intellectual sameness and narrow the kind of research they conduct.

Any attempt to rectify the lack of intellectual diversity at UCLA must start with a thorough examination of university hiring practices. Students will continue to face the deleterious effects of ideological homogeneity as long as the university advantages certain types of faculty candidates.

UCLA's hiring practices are far from the stuff of conspiracy theories. They do, however, have momentous consequences for the quality of Bruin education.

<https://dailybruin.com/2019/01/16/required-diversity-inclusion-statements-unfairly-bias-ucla-hiring-process/>

UCLA Daily Bruin January 17, 2019

Required diversity, inclusion statements unfairly bias UCLA hiring process

By [Nora McNulty](#) [UCLA Daily Bruin Opinion Columnist](#)

UCLA's requirement that faculty candidates must submit an equity, diversity and inclusion statement changes the hiring process to be about ideological activism rather than merit. (Daily Bruin file photo)

In an effort to promote diversity, UCLA might just be doing the opposite.

The university enacted a policy in May that requires all faculty candidates to submit an equity, diversity and inclusion statement as part of their application. An EDI statement is a short essay that lays out a candidate's past contributions and future plans to further equity, diversity and inclusion.

While there's no question of the value of equity, diversity and inclusion on campus, the EDI mandate touches on a different issue altogether: the ethics of ideological vetting in the hiring process. A faculty candidate's fate should be primarily based on educational and professional merit. Setting ideological activism as a prerequisite for acceptance, even as it relates to the most well-intentioned ideology, is wrong.

UCLA is a public, academic setting, an environment meant to support a diverse range of ideas and viewpoints towards all issues – within reason – with the knowledge that they enrich our campus. EDI statements stifle this diversity by limiting qualified new hires to social activists who mirror administrators' agendas.

<https://www.latimes.com/opinion/op-ed/la-oe-mac-donald-diversity-ucla-20180902-story.html>

Los Angeles Times September 2, 2018

Op-Ed: UCLA's infatuation with diversity is a costly diversion from its true mission

By Heather Mac Donald *Thomas W. Smith fellow at the Manhattan Institute and Author "The Diversity Delusion"*

If Albert Einstein applied for a professorship at UCLA today, would he be hired? The answer is not clear. Starting this fall, all faculty applicants to UCLA must document their contributions to "equity, diversity and inclusion." (Next year, existing UCLA faculty will also have to submit an "equity, diversity and inclusion statement" in order to be considered for promotion, following the lead of five other UC campuses.) The mandatory statements will be credited in the same manner as the rest of an applicant's portfolio, according to UCLA's equity, diversity and inclusion office.

It does not do UCLA's students any favors to teach them to see bias where there is none. UC's diversity bureaucracy is a costly diversion from the true mission of higher education: passing on to students, with joy and gratitude, the treasures of our cultural inheritance and expanding the boundaries of knowledge.