Mentoring Faculty in an Inclusive Climate: Supporting Women and URM STEM Faculty at UC

UC ADVANCE PAID Roundtable
April 10, 2013
UC Riverside
Welcome

Dallas Rabenstein

Executive Vice Chancellor & Provost

UC Riverside
Welcome

Yolanda Moses
Associate Vice Chancellor for Diversity, Excellence, and Equity & Professor of Anthropology
UC Riverside
Welcome

Susan Carlson
Vice Provost, Academic Personnel, UCOP
and PI, UC ADVANCE PAID

The UC ADVANCE PAID Program is supported by a grant from the National Science Foundation.
Grant no. HRD 1106712
UC ADVANCE PAID:
“Meeting the California Challenge”

Our goal: To build a STEM faculty that reflects the diverse population of UC students and the citizens of California.
“California Challenge” Roundtables
Goals of the Roundtable:

1. To understand the particular mentoring needs for women and underrepresented minority faculty in STEM;

2. To learn about a mosaic of mentoring models fitted to various career stages in STEM fields (postdocs, assistant professors, mid-career faculty) and provide UC campuses relevant research and models to build effective mentoring programs;
Goals of the Roundtable:

3. To share successes and to identify gaps in current UC mentoring efforts;

4. To establish mentoring as a tool for dealing with retention and climate issues in STEM departments, clarifying that effective mentoring benefits senior as well as junior faculty.
Chart 1 – New Hires 2003–07 STEM Assistant Professor Cohort* – Tenure Reached by Year by Gender (N=633)

Female (N=199)
61% (266)

Male (N=434)
55% (109)

*Cohort is Systemwide and includes Health Sciences
Chart 2 – Total Resignations from STEM Assist. Prof. Cohort* hired 2000–05 by Gender (N=761)

Female (N=207)
- 8.2% (17)

Male (N=554)
- 6.5% (36)

*Cohort is Systemwide and includes Health Sciences
Chart 3 – Total Resignations from STEM Assist. Prof. Cohort* hired 2000–05 by Race/Ethnicity (N=675)

- Asian (N=168): 8.4% (40)
- URM (N=29): 5.4% (9)
- White (N=478): 3.4% (1)

*Cohort is Systemwide and includes Health Sciences
Chart 4 – 2005 STEM Assoc. Prof. Cohort* – Percent who Reach Professor Rank by Year by Gender (N=1,105)

- Female (N=388)
  - 69% (496)
- Male (N=717)
  - 57% (221)

*Cohort is Systemwide and includes Health Sciences
Chart 5 – 2005 STEM Assoc. Prof. Cohort* – Percent who Reach Professor Rank by Year by Race–Ethnicity (N=1,096)

*Cohort is Systemwide and includes Health Sciences

Year

2006 2007 2008 2009 2010 2011 2012

Asian (N=220)

White (N=795)

URM (N=81)

69% (153)

66% (522)

47% (38)