UCLA Council of Advisors:
Providing Support Beyond the Department

Susan Drange Lee
Director, Faculty Diversity & Development
sdrangelee@conet.ucla.edu
2007 UCLA Assistant Professor Survey

- 42% did **NOT** have a mentor
- 56% of those who did not have a mentor said they would like to have one
- In Physical Sciences only **25%** had a mentor
- 32% said it would be helpful to have a mentor outside their department
UCLA Council of Advisors (COA)

• **Program goal:** To provide career advice and guidance to assistant professors as they advance to the associate professorship

• **Intended as supplement to mentoring provided in department**

• Matches assistant professors with **1-2 full professors outside the department**, includes former members of CAP
Group Mentoring Luncheon

- Preparing for Academic Personnel Review (2x a year)
- Balancing Work and Life as an Assistant Professor
Advisee Participation 2009-2013
By Gender      N= 98

Women are OVER-REPRESENTED in the Council of Advisors
Asst. Prof. Campus statistics are 40% Women and 60% Men
Women are OVER-REPRESENTED in the Council of Advisors. Full Professor Campus statistics are 25% Women and 75% Men.
Advisee Participation 2009-2013
Race/Ethnicity  N=98

- African American: 57%
- Asian: 23%
- Hispanic/Latino/a: 9%
- Native American: 3%
- White: 7%
- Unknown Race: 1%
Advisor Participation 2009-2013
Race/Ethnicity  N= 133

- African American: 83%
- Asian: 2%
- Hispanic/Latino/a: 9%
- Native American: 0%
- White: 5%
- Unknown Race: 1%
Status of Advisees 2009 - 2013

- Continuing: 66%
- Left Program: 13%
- Resigned from UCLA: 8%
- Promoted: 11%
- Changed Series: 2%

N=98
2013 COA Advisee Survey

51% response rate
76% Female, 24% Male
69% White
20% Asian
13% African American
4% Hispanic/Latino/a
2% Native American
How Valuable Has Your Participation in the COA Been For You? (Advisee)

N= 50

Not valuable: 16%
Valuable: 40%
Very Valuable: 44%
Most Valuable Topic Discussed

- Promotion & Tenure: 65%
- Research: 6%
- Publication: 3%
- Grants: 6%
- Service Commitments: 9%
- Balancing Work/Life: 3%
- Department Issues: 9%

N=34
Frequency of In-Person Meetings with COA Advisor per Academic Year

78% Felt the number of meetings was “About Right”
58% also receive some advisement via email
Departmental Mentoring

• 2013 COA Feedback – Do you have a departmental mentor?
  Yes 74%
  No 27%

• 2007 Assistant Professor Survey % who had a Mentor:
  Life Sciences 75%
  Engineering 62%
  Social Science 50%
  Physical Science 25%
Challenges

• **Matching Process**
  – Time consuming
  – Demographic matching
  – Field Issues

• **Quality of Advisors - Unknown**

• **Obtaining Feedback and Follow-up**
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