

The Investment NSF ADVANCE Has Made in UC

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**ADVANCEing STEM Faculty at UC Davis
April 25, 2013**



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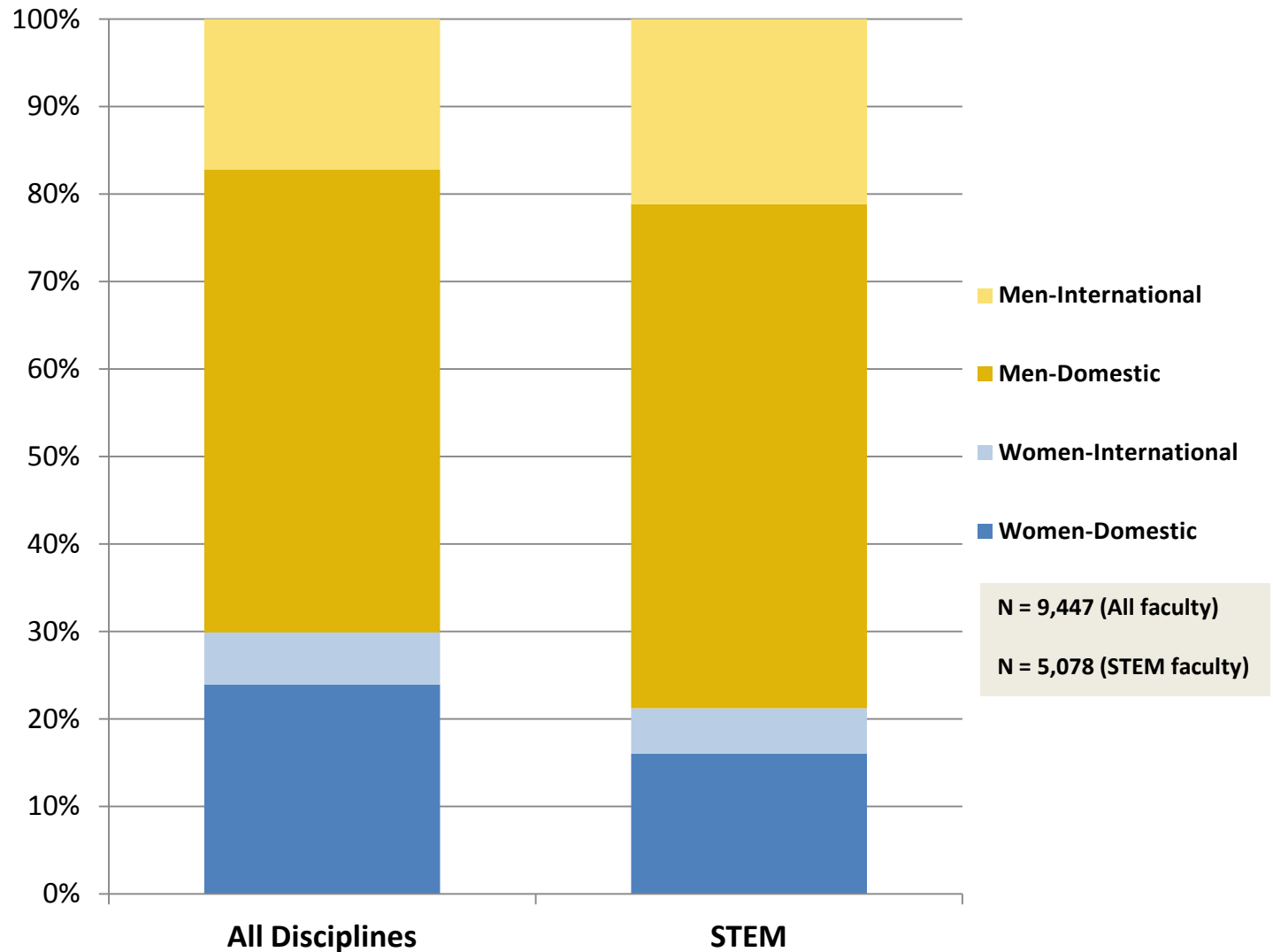
Why does UC need NSF ADVANCE?



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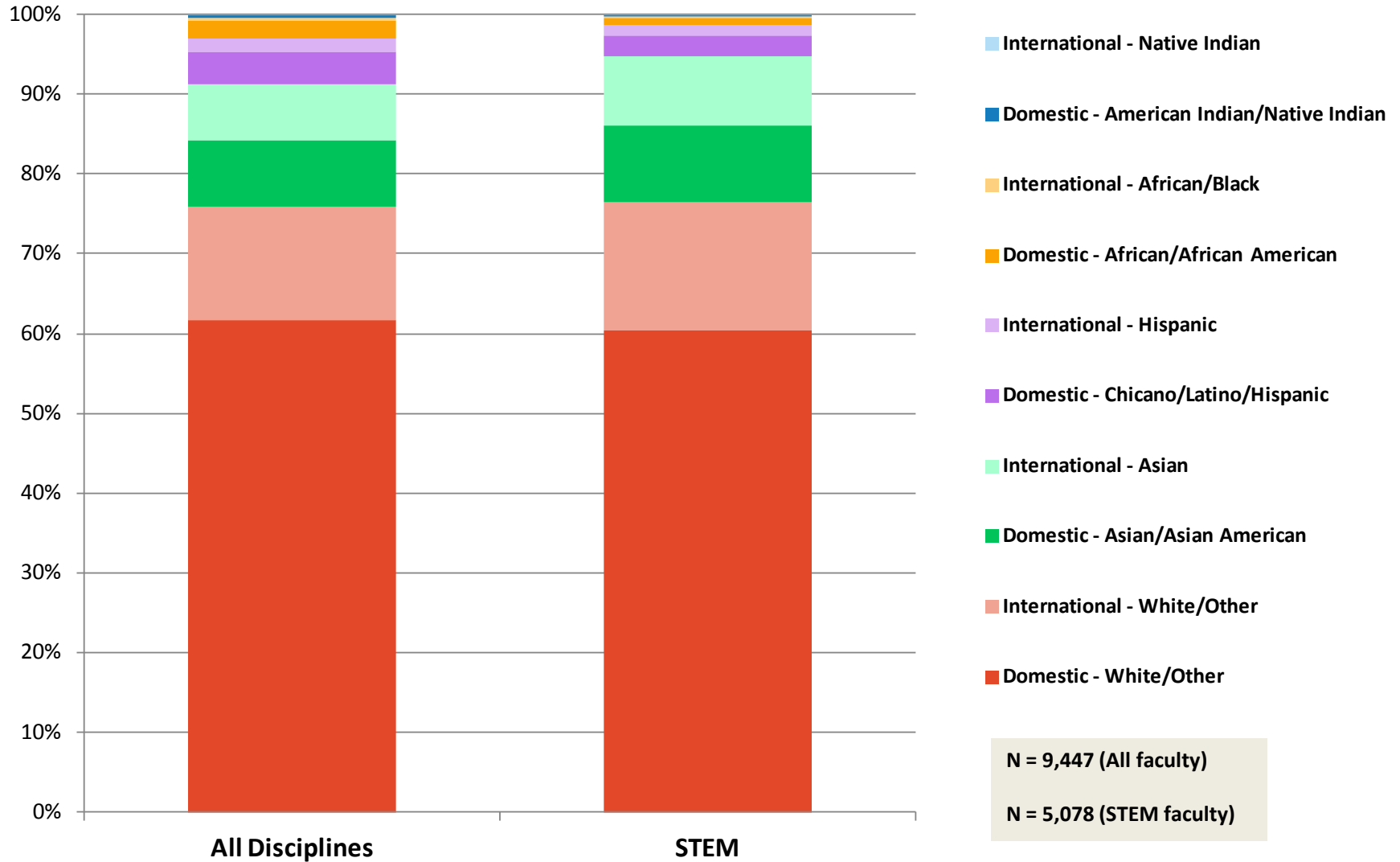
University of California Ladder and Equivalent Rank Faculty in All Disciplines vs. STEM by Gender by Citizenship Status



Includes General Campus and Health Sciences
STEM excludes SBS disciplines

Source: UC Offices of Academic Personnel

University of California Ladder and Equivalent Rank Faculty in STEM by Race/Ethnicity by Citizenship Status



University of California
Comparison 8 Gender and URM* Report
Headcount and Percent of Faculty, Women, URM & Women URM
Fall 2011**

Institution	Total Faculty	Total Women Faculty	Total URM Faculty	Total Women URM Faculty	% Women of Total	% URM of Total	% Women URM of Total
Harvard University	1,517	391	95	34	25.8%	6.3%	2.2%
Massachusetts Institute of Technology	968	206	56	11	21.3%	5.8%	1.1%
Stanford University	1,270	302	80	23	23.8%	6.3%	1.8%
SUNY at Buffalo	1,103	333	71	33	30.2%	6.4%	3.0%
University of California	9,042	2,757	781	300	30.5%	8.6%	3.3%
University of Illinois at Urbana-Champaign	1,671	503	170	73	30.1%	10.2%	4.4%
University of Michigan-Ann Arbor	2,634	797	227	88	30.3%	8.6%	3.3%
University of Virginia-Main Campus	1,395	355	76	29	25.4%	5.4%	2.1%
Yale University	1,464	490	97	41	33.5%	6.6%	2.8%

Source: IPEDS. <http://nces.ed.gov/ipeds/datacenter/Data.aspx>. Data includes Hastings College of Law.

ADVANCE Initiatives Systemwide

- ▶ **ADVANCE Institutional Transformation Award**
UC Irvine (2001) \$3.45M over 5 years
- ▶ **ADVANCE Partnerships for Adaptation, Implementation and Dissemination Award: Partnership for Faculty Equity and Diversity**
UC Irvine, UC Los Angeles, UC Riverside, UC San Diego, and UC Santa Barbara (2006) \$500K
- ▶ **UC Merced ADVANCE/IT Catalyst GROWSTEM: Gaining Representation of Women (GROW)– Systematically Transforming Excellence in Merced (STEM)**
UC Merced (2010) \$200K



ADVANCE Initiatives Systemwide

- ▶ **Tools for CHANGE: Stepping Up Retention of Women in the Academic STEM Pipeline** **UC Berkeley and UC Hastings (2011) \$580K**
- ▶ **Moving Forward for Women in STEM Fields at UCR and Beyond**
UC Riverside (2011) \$599K
- ▶ **Different Trajectories: A Longitudinal Study of Organizational and Departmental Factors Leading To Gender and Race Differences in STEM Faculty Advancement, Pay and Persistence** - **UC San Diego (2011) \$554K**
- ▶ **ADVANCE PAID: Meeting the California Challenge - Women and Underrepresented Minority Faculty in STEM** - **UC Office of the President (2011) \$322K**
- ▶ **Institutional Transformation to Build and Sustain a Diverse Community of Innovative STEM Scholars** - **UC Davis (2011) \$3.725M over 5 years**



“California Challenge” Roundtables

- **Using Research and Data to Improve the Faculty Search Process in STEM - UC Berkeley and UC San Francisco (April 2012)**
- **Building Capacity for Institutional Transformation in the 21st Century: Women of Color in STEM and SBS Fields UC Irvine (October 2012)**
- **Mentoring Faculty in an Inclusive Climate: Supporting Women and URM STEM Faculty at UC - UC Riverside (April 2013)**



- Evaluating and Rewarding Contributions to Diversity in Hiring and Academic Review - **UC San Diego** (October 2013)
- Assessing Climate and Community: Particular Challenges for Hispanic/Latina STEM Faculty - **UC Davis** (April 2014)



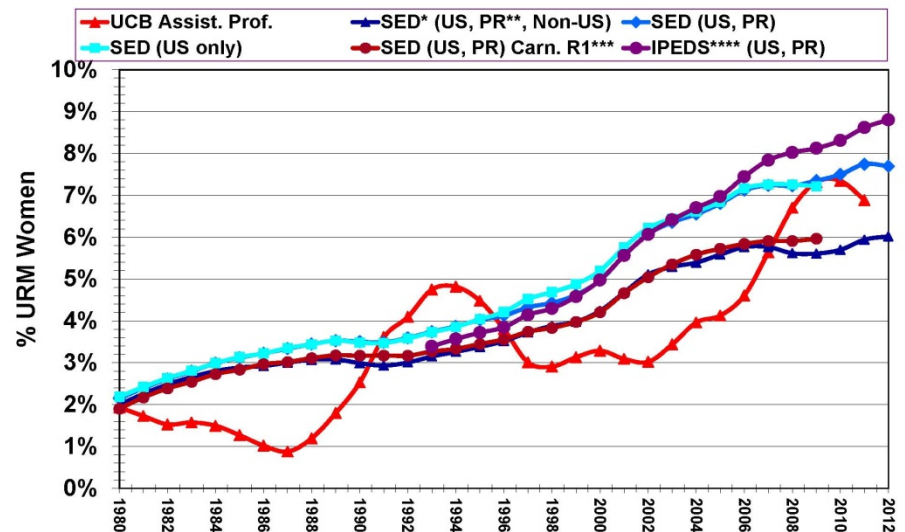
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Recruitment Data Analysis Project Seminars

- Designing, Collecting and Analyzing Data on the Faculty Recruitment Process (February 2012)
- Increasing UC's Faculty Diversity Through Comprehensive Data Collection and Recruitment Practices (February 2013)



Three-Year Moving Averages: URM Women as a Percent of UCB Assistant Professors and Selected Estimated Doctorate Availabilities**, 1980-2011*



*URM includes African Am., Hispanic, and Native Am.

Source: UCB Faculty Personnel Records, AY1979-2011. Prepared by Marc Goulden, May 2012.

Mentoring is **NOT** a **substitute** for **STRUCTURAL** change.

SHIRLEY MALCOM

Head, Education and Human Resources
American Association for the Advancement of Science



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The Investment NSF ADVANCE has made in UC

The **commitment** UC has made
to building the **faculty** of the future
in **STEM**



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