



OFFICE OF THE PROVOST AND  
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, California 94607-5200

March 27, 2023

EXECUTIVE VICE CHANCELLORS/PROVOSTS

**RE: RFP for Advancing Faculty Diversity for Recruitment and for Improved Climate and Retention Program, 2023-2024**

Dear Colleagues:

The Advancing Faculty Diversity Program (AFD) is the University of California's primary research and development engine for transforming the professoriate of the future. Over the last seven years AFD has awarded competitive grants in two priority areas: recruitment and improved climate and retention.

I am pleased to announce this year's Request for Proposals (RFP) process for the 2023-2024 Advancing Faculty Diversity (AFD) program. The program is going into its eighth year and for this year's competition there will be over \$2.5 million available for awards. All proposals are due no later than Friday, May 26, 2023.

Attached are detailed RFPs for the two program tracks: 1) The **AFD Recruitment** program, which supports efforts on campuses to develop recruitment processes that are predicted to result in more diverse faculty hiring; and 2) the **AFD Improved Climate and Retention** program, which supports efforts both on and across campuses to develop equity-oriented interventions, data capacity, and research to improve workplace climate and retention outcomes. In both tracks, we encourage applicants to build on the innovative and successful pilot projects funded in years 1-7 of this program and summarized in the Appendices of the two RFPs. Campuses may submit 1-2 proposals in each of the two tracks. A third proposal in the AFD Improved Climate and Retention track will be accepted for external fundraising awards that provide an opportunity for previously successful campus projects to focus on securing external grants in order to continue their work. All proposals must be submitted through the EVC/Provost's Office.

In consideration of the input recently collected from various stakeholders, the program will include the following priorities and guidelines:

- Awards in the Recruitment track will be funded for up to two years. The focus remains on interventions in the recruitment process that will assist in identifying candidates who have the capacity to enhance contributions to diversity in their research, teaching, service, and outreach. As with last year's awards process, recruitment project PIs are encouraged to consider how the COVID-19 pandemic and its related impacts have exposed inequities, particularly as campuses have shifted back to in-person operations.
- Awards in the Improved Climate and Retention track will be funded for up to three years. Projects specifically aimed at responding to COVID-19 issues that have affected faculty and those projects addressing issues of racial justice through proposed interventions are especially encouraged.

March 27, 2023

Page 2

To continue building a cross-campus network of practitioners as well as systemwide data that will help us track our efforts, the following AFD program practices will continue:

- Proposals that include work on more than one campus or that serve multiple campuses will receive priority.
- Those campuses receiving funds in year 8 will take part in an annual convening during the year to share progress, report on successes and challenges, and build a cross-campus community of practice for faculty recruitment, retention, and improved climate.
- Campuses receiving Recruitment awards will continue using the Search Committee Chair Survey, currently available in UC Recruit, for all ladder-rank hires, in the 2023-24 recruitment year.
- Campuses receiving Improved Climate and Retention awards will undertake a regular Retention and Climate Survey, either continuing in the survey administered through COACHE or collecting similar campus data that can be shared with UCOP, to allow for systemwide tracking of issues.
- In addition to a Principal Investigator, each proposal will include a central campus Sponsor, who will be regularly apprised of progress on the award. This may be the campus Chief Diversity Officer, a Vice Provost or Associate Vice Provost, or the Executive Vice Chancellor/Provost.

UCOP will host two pre-award online forums for those interested in developing a project proposal. These online forums will be held on April 14, 2023 from 1:00-2:00 pm and April 19, 2023 from 11:00 am-12:00 pm. Each of the two forums will cover the same information. These forums will be an opportunity for UCOP to address questions from potential applicants and to bring possible collaborators together. Attendance is not required to submit a proposal but confirmation of attendance is requested. Those wishing to attend should RSVP to [Janiene.Thiong@ucop.edu](mailto:Janiene.Thiong@ucop.edu) and indicate which session they plan to attend. Note that the same content will be delivered at each forum.

**The deadline for submission of proposals is May 26, 2023.** A Review Committee at UCOP, with Academic Senate representation, will make recommendations for funding. We hope to announce awards by early July 2023.

Please reach out to Vice Provost Douglas Haynes ([Douglas.Haynes@ucop.edu](mailto:Douglas.Haynes@ucop.edu)) with any questions you may have.

Best wishes,



Katherine S. Newman  
Provost and  
Executive Vice President for Academic Affairs

UC Berkeley Chancellor's Distinguished Professor of  
Sociology & Public Policy

Enclosures

cc: President Drake  
Academic Council Chair Cochran  
Academic Council Vice Chair Steintrager  
Chancellors  
Executive Vice President Byington  
Executive Vice President and Chief Operating Officer Nava  
Vice President and Vice Provost Gullatt  
Vice President Maldonado

March 27, 2023

Page 3

Vice Provost Haynes

Vice Provosts/Vice Chancellors for Academic Personnel/Academic Affairs

Vice Chancellors for Research

Chief Diversity Officers

Assistant Vice Chancellors/Assistant Vice Provosts/Directors of Academic Personnel

Associate Vice President Alcocer

Associate Vice Provost Lee

Executive Director Lin

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Project Policy Analyst Thiong