University of California

Hispanic Serving Institutions

Doctoral Diversity Initiative (UC-HSI DDI)

# REQUEST FOR PROPOSALS
# 2025-2026

University of California-Hispanic Serving Institutions Doctoral Diversity Initiative
(UC-HSI DDI)

Request for Proposals (RFP)
2025-2026

The University of California (UC) is known globally as a prominent research, teaching and public service institution because of its capacity to serve the state, the nation and the world. Its reputation derives from the breadth of knowledge and expertise that its students, faculty, administrators, and partners bring to bear on the most significant issues of our time. To maintain its reputation as a premier research and teaching institution, UC must continue to attract scholars who reflect the people of California, the nation and the world. Building a comprehensive culture of inclusion and expanding pathways and access to the academy, at all levels, is critical to maintaining UC's excellence.

Given California's rich diversity and the pivotal role of the University of California's research and academic enterprise, it is essential to implement thoughtful and strategic initiatives that broaden participation and cultivate academic excellence. The UC-HSI DDI represents one of UC's systemwide efforts to expand faculty pathways and support student success across higher education.

The UC-HSI DDI focuses on California HSIs—including eight of the nine undergraduate UCs (UCD, UCI, UCLA, UCM, UCR, UCSD, UCSB, and UCSC) [1] as well as 21 of the 22 California State University (CSU) campuses, several private colleges and universities, and California community colleges (CCC) throughout the state. The UC-HSI DDI is designed to support students from California HSIs who are selected based on faculty/project criteria, irrespective of race, ethnicity, national origin, sex, or gender identity.

## PROGRAM GOALS

As part of UC's systemwide effort to enhance faculty diversity, annual funding will be allocated to support efforts that will expand the pathways to the professoriate. This annual allocation supports competitive grants that will flow directly to principal investigators (PIs) at their UC home campuses.

This commitment enables the University to administer a systemwide UC-HSI DDI program to support the following four goals:

| GOALS | GOAL DESCRIPTIONS |
|-------|-------------------|
| GOAL 1 | **Increase the pathways to UC Ph.D. completion for students from California HSIs.** Efforts may incorporate a variety of strategies, including but not limited to research traineeships, summer preparation programs for incoming graduate students, and enhanced mentoring. |
| GOAL 2 | **Expose, encourage, and help prepare students for the professoriate.** Efforts may focus on the whole range of the student-to-professor preparation life cycle (and |

---

[1] Three of UC's campuses (UCD, UCLA and UCSD) have recently met the minimum eligibility requirements to obtain the federal HSI designation. For purposes of this grants program, UCD, UCLA and UCSD will be considered HSIs while they are in the process of obtaining the official status.

| GOALS | GOAL DESCRIPTIONS |
|---|---|
| | associated skillsets), such as preparing for graduate school, developing research designs, grant writing, conference presentations, dissertation writing, development of a teaching philosophy, preparing and applying for postdoctoral fellowships, applying for faculty positions, preparing for job talks and the interview process, preparing publications, and forming research collaborations, among others. |
| GOAL 3 | **Encourage research and enrichment collaborations among UC faculty and faculty at partner California HSIs.** This program will support partnerships that will foster long-term engagement opportunities between and among faculty, students, programs, departments and/or campuses. |
| GOAL 4 | **Improve academic program climate using interventions to foster a culture of inclusion and equity.** Efforts may include but are not limited to curriculum design and development; pedagogy; mentoring; providing various mechanisms of support; equitable funding practices; transparency in decision-making (process and outcomes); communication of policies, opportunities and information (among and within departments); and leadership accountability. |

## EXAMPLES OF PROGRAMS, PROJECTS AND/OR EFFORTS

- Well-coordinated interventions and activities such as workshops, conferences, short courses, traineeships, group rotations or engagement that promotes interaction among trainees, sharing knowledge, training using new methodologies, and strong mentorship throughout the program/student life cycle.
- Program intervention, research or analysis to inform greater success for a particular UC department, campus or systemwide effort. For example, conducting an evaluation of existing efforts and sharing best practices in a systematic way that enables programs to leverage additional funding from external agencies.
- Request seed funding to establish a novel idea or new effort at a program, department or campus level to demonstrate the ability to increase student engagement within the academic pathway.

## AWARD TYPES

**Large awards**: applicants can submit proposals for **up to $350,000 to be used within 5 years.**

**Small awards**: applicants can submit proposals for **up to $50,000 to be used within 2 years**.

The 2025-2026 award cycle expects to announce and fund proposals by spring 2026. PIs will have the flexibility to define the length of their grant, up to five years for large awards and up to two years for small awards.

| Large awards | Small awards |
|---|---|
| **Large awards must encompass strategies and efforts that address all four program goals** specified above. Proposals applying for large awards should clearly demonstrate a strong framework to sustain the programmatic efforts during the entire grant period. The most competitive proposals will be those | Proposals submitted for small awards are required to address at least two of the four program goals. Specifically, **all small award proposals must include strategies that support goal 2, in addition to at least one other goal** (1, 3, or 4). |

| Large awards | Small awards |
|---|---|
| designed to establish sustainable and significant impact beyond the grant period. | |

## REPORTING

Annual reporting is required for both award types, in addition to engaging in regular meetings to share, learn from and improve inclusion and equity efforts at UC. Failure to participate and submit timely reports may jeopardize a PI's ability to apply to future grant cycles and/or receive the remaining funding for the current award cycle.

## ELIGIBILITY

- For administrative purposes, grant proposals **must identify one Principal Investigator** (PI) per UCOP policy. Co-investigators and collaborators may be included. For purposes of faculty promotion and tenure, a PI may wish to officially recognize the effort of a co-investigator. Awarded PIs should contact UCOP for more information.
- PIs **must be University of California senate faculty members** representing administrative or academic units.
- PIs **may be from non-HSI UC campuses (UCB, UCSF) as long as they are collaborating with a federally designated HSI in California**. For non-HSI UC campuses, this is a requirement, and PIs must partner with California HSIs in this manner.
- PIs must work with partners from designated California HSIs as part of a collaborative team. UCs may choose to work across institution types (including UC, CSU, private institutions, CCCs) or within UC only. **PIs from UC HSIs may partner with people at their own campus. PIs from non-HSI UC campuses must partner with California HSIs.**
- PIs are **eligible to submit no more than one proposal per annual application cycle**, but they may serve as co-investigators/collaborators on other grants.

## REVIEW CRITERIA

*Large Awards*

Proposals must include efforts in each of the four program goal areas, including an ongoing self-assessment plan with qualitative (including student feedback) and quantitative metrics for measuring impact/progress consistently across all four program goals. Proposals should:

- Have significant indicators that will yield notable outcomes, particularly regarding enrollment, professoriate preparation, and progressive improvements in the academic culture of the unit(s).
- Demonstrate strong potential for program sustainability.

Large awards should also indicate a substantial resource commitment that will be made in support of these efforts from a source outside of the UCOP grant award (either monetary or in-kind support). It is not required that PIs secure extramural funds, but rather the partners/collaborators on the grant should also provide support for the efforts, thus leveraging the potential impact of the initial UCOP award. This may be from internal or external partners (e.g., UC campus commitment, external grant or collaborator resources). The intent is to maximize the impact of this effort.

*Small Awards*

Proposals must include efforts in at least two of the four program goal areas, including an ongoing self-assessment plan with metrics for measuring qualitative and quantitative impact/progress in those areas. PIs are required to address goal 2, in addition to another goal (1, 3, or 4). Proposals should also:

- Have indicators that will yield notable outcomes for the designated goal(s).
- Indicate a noteworthy resource commitment that will be made in support of these efforts from a source outside of the UCOP grant award (either monetary or in-kind support). This may be from internal or external partners (e.g., UC campus commitment, external grant or collaborator resources).

<div style="border:1px solid #c5a028; background:#f0f0f0; padding:10px;">

**UC-HSI DDI GRANTS TIMELINE**
**(2025-2026)**

- Release RFP July 2025
- Proposals due Monday, December 1, 2025, at 12:00PM noon (Pacific Time)
- Proposal reviews conducted December 2025-February 2026
- Awards announced by April 2026
- Funds available by June 2026

If you have any questions, please contact UCOP Graduate Studies at gradstudies@ucop.edu.

</div>