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November 7, 2018

The Honorable Holly J. Mitchell
Chair, Joint Legislative Budget Committee
1020 N Street, Room 553
Sacramento, California 95814

Dear Senator Mitchell:

Pursuant to Item 6440-001-0001 of the 2018 Budget Act, Provision 2.7(f)(2), enclosed is the University of California's preliminary report to the Legislature on *2018-19 Use of One-time Funds to Support Best Practices in Equal Employment Opportunity in Faculty Employment*.

If you have any questions regarding this report, Associate Vice President David Alcocer would be pleased to speak with you. David can be reached by telephone at (510) 987-9113, or by email at David.Alcocer@ucop.edu.

Yours very truly,

A handwritten signature in black ink, appearing to read "Janet Napolitano".

Janet Napolitano
President

Enclosure

cc: Senate Budget and Fiscal Review
The Honorable Anthony J. Portantino, Chair
Senate Budget and Fiscal Review Subcommittee #1
(Attn: Ms. Anita Lee)
(Attn: Ms. Cheryl Black)
The Honorable Kevin McCarty, Chair
Assembly Budget Subcommittee #2
(Attn: Mr. Mark Martin)
(Attn: Mrs. Katie Sperla)

The Honorable Holly J. Mitchell

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Ms. Jennifer Troia, Joint Legislative Budget Committee
Mr. Danny Alvarez, Secretary of the Senate
Ms. Tina McGee, Legislative Analyst's Office
Ms. Amy Leach, Office of the Chief Clerk of the Assembly
Ms. Diane Boyer-Vine, Legislative Counsel Bureau
Mr. E. Dotson Wilson, Chief Clerk of the Assembly
Mr. Jeff Bell, Department of Finance
Mr. Chris Ferguson, Department of Finance
Mr. Jack Zwald, Department of Finance
Ms. Tina McGee, Legislative Analyst's Office
Mr. Mac Taylor, Legislative Analyst's Office
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Senior Counsel Martha Kim
Manager Jennifer Brice

University of California

**2018-19 Use of One-time Funds to Support Best Practices in Equal
Employment Opportunity in Faculty Employment - Preliminary**

The University of California provides the following report in response to item 6440-001-0001 of the 2018 Budget Act, Provision 2.7(f)(2) (SB 840, Chapter 29, Statutes of 2018), which states:

“Of the funds appropriated in this item, the following amounts are provided on a one-time basis: (1) \$2,000,000 shall be used for the creation or expansion of equal employment opportunity programs. Funding shall be distributed to selected departments on campuses seeking to create or expand equal employment opportunity programs. (2) The University of California shall submit, no later than December 1, 2018, a report to the Legislature, in conformity with Section 9795 of the Government Code, that describes the uses of these funds and indicates the number of ladder-rank faculty at the university, disaggregated by race, ethnicity, and gender.”

Summary

This report provides the latest systemwide data on University of California ladder-rank faculty, disaggregated by race, ethnicity, and gender. It also provides a preliminary report on the uses of the \$2,000,000 provided to UC in the Budget Act of 2018 to support equal opportunity in faculty employment in the current 2018-19 year.

This is the third year in which UC has received such funds. In the first two years, 2016-17 and 2017-18, UC has used the one-time funds to develop an innovative and focused program to support faculty diversity. Because the funding was intended for a program of best practices related to advancing faculty diversity but was also appropriated on a one-time basis, UC expended these funds to add value beyond efforts already in progress by funding programs that would increase faculty diversity in selected units and provide reliable, useful information that could help guide future allocations to support the University’s goal of increasing the diversity of the faculty.

In 2017-18, four campus proposals were funded as part of the Advancing Faculty Diversity program, one each at UC Berkeley, UC Irvine, UC San Francisco, and UC Santa Barbara. Each of the four pilot units developed a distinctive recruitment program for the 2017-18 year and each succeeded in using specific interventions and practices that contributed to the recruitment of a diverse set of new faculty.

The results of the 2016-17 and 2017-18 Advancing Faculty Diversity programs at UC suggest that additional funding on targeted interventions does have an impact on supporting and increasing equal employment opportunity in faculty employment. Faculty demographic data shows that the newest UC faculty cohorts are more diverse than previously. In compliance with the Budget Act of 2018 requirement to distribute the funding “to selected departments on campuses seeking to create or expand equal employment opportunity programs” and building on the success of the 2016-17 and 2017-18 Advancing Faculty Diversity programs, UC is continuing most of the program elements into the 2018-19 year. The Office of the President is also supplementing the program by funding a small number

of retention projects, including programs targeted at department or school climate. Each campus was invited to submit up to two proposals for funding under the program: one for the faculty recruitment awards and one for the faculty retention/academic climate awards. The 2018-19 funding will be supporting faculty diversity efforts in ten pilot units at eight of the UC campuses: UC Berkeley (2 pilots), UC Davis (1 pilot), UC Irvine (1 pilot), UC Merced (1 pilot), UC Riverside (2 pilots), UC San Diego (1 pilot), UC Santa Barbara (1 pilot), and UC Santa Cruz (1 pilot) that will supplement but not supplant other efforts already underway and that adapt some of the successful interventions from the first two years. As the pilot units adapt successful strategies from the 2016-17 and 2017-18 funding years and implement new interventions and practices, UC can identify the most successful recruitment and retention methods that are also transferable across different units and campuses.

Background: Existing UC Faculty Diversity Efforts

UC remains committed to increasing the diversity of its faculty, particularly the presence of domestic underrepresented minorities (African-American, Chicano(a)/Latino(a)/Hispanic, and Native American) and women. Ongoing efforts to diversify the faculty are in place at all campuses and at UCOP; these efforts will continue in parallel with the additional one-time funding of \$2M from the State. For example, the President's Postdoctoral Fellowship Program (PPFP) offers postdoctoral research fellowships, faculty mentoring, and eligibility for a faculty hiring incentive to outstanding scholars in all fields whose research, teaching, and service will contribute to diversity and equal opportunity. Although the PPFP is a small program, from Academic Year 2003-2004 through Academic Year 2018-2019, 191 UC faculty new hires were PPFP fellows. With pending confirmations for Academic Year 2018-2019 and confirmations and pending offers for Academic Year 2019-2020, up to an additional 17 PPFP fellows will be hired as UC faculty.

Annually, all ten campuses are committing funding and personnel to continue their ongoing efforts to support best practices in recruiting and retaining a diverse faculty. This includes, on all ten campuses, significant actions, such as the following: national outreach and monitoring of recruitment efforts, implicit bias and climate enhancement training, and use of a common on-line recruitment system that facilitates data collection about the diversity of candidate pools and finalist lists. Each campus has also built its own set of recruitment and retention practices to fit campus culture and needs; such practices include use of equity advisors in departments and/or schools; requiring "contributions to diversity" statements from job candidates; designating endowed chairs to support diverse faculty; training search committees and performance review committees in implicit bias; building robust mentoring programs; increasing outreach to build diverse candidate pools; establishing campus advisory councils; using exit survey data to better understand why faculty leave and the cost to the campus with respect to faculty diversity; using benchmarking data to track and report progress on faculty diversity; advertising open faculty positions in a way that highlights support of diverse communities; and establishing campus-wide and department-level strategic action plans.

In addition to the one-time funding from the state, this year, UC allocated an additional approximately \$500,000 to support the Advancing Faculty Diversity program. The additional one-time funding focused

on ten pilot units allows UC to supplement the ongoing and new systemwide efforts with targeted efforts that may be transferable outside of pilot units.

Number of UC Ladder-rank Faculty, Disaggregated by Race/Ethnicity and Gender

Tables 1 through 6 present the latest data on the demographics of ladder-rank faculty systemwide. Ladder-rank faculty are those tenured or tenure-eligible faculty who have a full range of responsibilities in teaching, research, and service. The demographic information is current as of October 2017, which means the hiring results from the 2017-18 Advancing Faculty Diversity program are not reflected in the data. This data draws from UC’s 2018 Accountability Report

(<https://accountability.universityofcalifornia.edu/2018/>): of most relevance are “Chapter 5: Faculty and Other Academic Employees” and “Chapter 7: Diversity.” The UC Information Center (<https://www.universityofcalifornia.edu/infocenter>) also has interactive data on the “Diversity of UC’s Faculty and Academic Appointees,” including information by campus and by discipline.

The first two tables offer ladder-rank faculty data disaggregated by race and ethnicity and citizenship status (Table 1) and by gender (Table 2). Domestic underrepresented minority (“URM”) faculty (Black/African American, Chicano(a)/Latino(a)/Hispanic, and American Indian/Alaskan Native) constituted 9% and international minority faculty (Black/African, Latino(a)/Hispanic) were 2%-3%. Seventeen percent of the faculty are Asian/Pacific Islander/Native Hawaiian) and 73% are white. Because so many of UC’s faculty are international, we track this identifier to ensure we fully understand the diversity of the faculty. Women are 34% of the ladder-rank faculty.

TABLE 1
Ladder-Rank Faculty and Equivalent; Headcounts by Race/Ethnicity and Citizenship
Universitywide – October 2017

Race/Ethnicity/Citizenship	Headcount	%
Black/African American Dom	283	3%
Black/African Intl	44	<1%
American Indian/Alaskan Native	62	1%
Chicano(a)/Latino(a)/Hispanic Dom	503	5%
Latino(a)/Hispanic Intl	209	2%
Asian/Pacific Islander/Native Hawai'ian Dom	1,024	9%
Asian/Pacific Islander/Native Hawai'ian Intl	844	8%
White/Other Dom	6,565	59%
White/Other Intl	1,531	14%
Total	11,065	

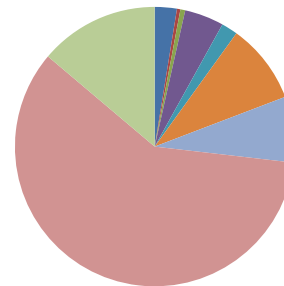


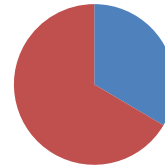


TABLE 2
Ladder-Rank Faculty and Equivalent; Headcounts by Gender










Universitywide – October 2017

Gender		Headcount	%
Female		3,705	34%
Male		7,360	66%
Total		11,065	



There is greater diversity among the newest faculty at UC and we provide additional demographic information on hiring over the last nine years to provide detail on such recent hires. Table 3 displays data in three 3-year cohorts of hires to show the volume of hiring since 2008-09 and the presence of URM among the hires; we present the information in 3-year cohorts to smooth out peculiarities of any single year. There were 9.2% URM (domestic) and 3.2% URM (international) in 2008-09 to 2010-11; 10.3% and 2.5% of the same two groups in 2011-12 to 2013-14; and 11.7% and 4% in 2014-15 to 2016-17.

TABLE 3
Ladder-Rank Faculty and Equivalent; New Hires by Race/Ethnicity and Citizenship
Universitywide – 2008-09 through 2016-17 in 3-year Cohorts

Race/Ethnicity/Citizenship		2008-09 to 2010-11	2011-12 to 2013-14	2014-15 to 2016-17
Black/African American Dom		37	48	93
Black/African Intl		13	6	10
American Indian/Alaskan Native		11	11	13
Chicano(a)/Latino(a)/Hispanic Dom		60	72	117
Latino(a)/Hispanic Intl		24	26	66
Asian/Pacific Islander/Native Hawai'ian Dom		106	118	177
Asian/Pacific Islander/Native Hawai'ian Intl		112	149	186
White/Other Dom		607	629	946
White/Other Intl		202	217	306
Total		1,172	1,276	1,914

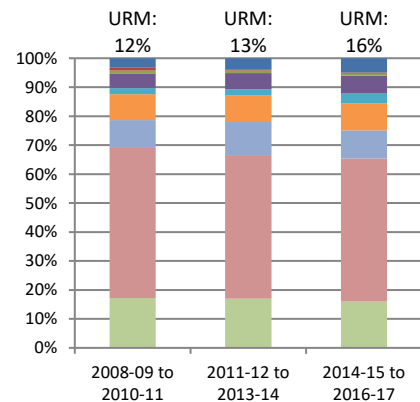
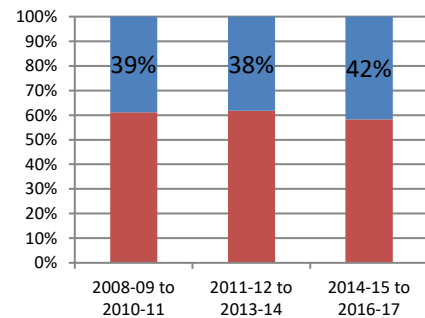


Table 4 offers comparable recent hiring data with a focus on gender. The percentage of women hired in the three 3-year cohorts slightly decreased from 39% of hires in 2008-09 to 2010-11; to 38% of hires in 2011-12 to 2013-14; and increased to 42% of hires in 2014-15 to 2016-17.

TABLE 4
Ladder-Rank Faculty and Equivalent; New Hires by Gender

Universitywide – 2008-09 through 2016-17 in 3-year Cohorts

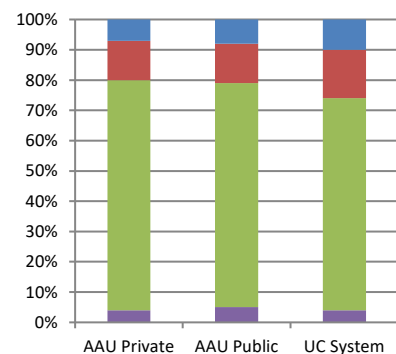
Gender		2008-09 to 2010-11	2011-12 to 2013-14	2014-15 to 2016-17
Female	■	455	487	798
Male	■	717	789	1,116
Total		1,172	1,276	1,914



To contextualize these data in one additional way, we are providing comparable data from the American Association of Universities (AAU) Private and Public Universities (Tables 5 and 6). It is important to note that available data from the AAU does not include disaggregation by citizenship status, but does provide a “non-resident Alien category” that is not equivalent to the citizenship status UC uses. Thus, the UC data in Table 5 presents the data on citizenship, race, and ethnicity in an alternate way from that presented in Table 1 and Table 3. UC’s categories of “Domestic” and “International” in Table 1 and Table 3 are combined in the AAU data. For example, in Table 1 UC’s first five categories (Black/African American Domestic; Black/African International; American Indian/Alaskan Native; Chicano(a)/Latino(a)/Hispanic Domestic; and Latino(a)/Hispanic International) roll up into one category in Table 5, “URM Total”. The data in Table 5 show that UC’s 10% URM ladder-rank faculty (“Tenured and Tenure Track” is the AAU category) exceeds the averages of the AAU Public and Private Universities.

TABLE 5
Full-Time Tenured and Tenure Track Faculty by Race/Ethnicity
AAU Private and Public Institutions Compared to UC System – Fall 2016

Race/Ethnicity		AAU Private	AAU Public	UC System
URM Total	■	7%	8%	10%
Asian/PI	■	13%	13%	16%
White/Other	■	76%	74%	70%
Non Resident Alien	■	4%	5%	4%



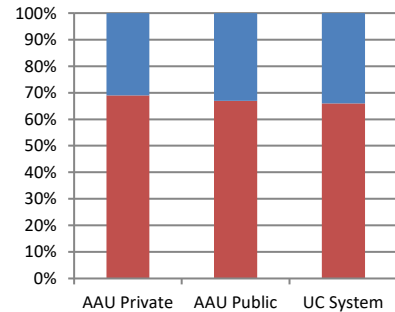
Source: IPEDS Fall 2016 Human Resources Survey

Note: IPEDS faculty and Race/Ethnicity classifications differ from UC classifications. Race/Ethnicity is reported for faculty who are U.S. Citizens or Permanent Residents; others are classified in the “Non-Resident Alien” category. “AAU Public” in the Table does NOT include the UC AAU campuses.

Table 6 offers AAU comparison data by gender. UC has 34% female faculty, slightly above other public AAU institutions.

TABLE 6
Full-Time Tenured and Tenure Track Faculty by Gender
AAU Private and Public Institutions Compared to UC System – Fall 2016

Gender		AAU Private	AAU Public	UC System
Female	■	31%	33%	34%
Male	■	69%	67%	66%



Source: IPEDS Fall 2016 Human Resources Survey

Note: “AAU Public” in the Table does NOT include the UC AAU campuses.

Advancing Faculty Diversity (\$2 million, one-time allocation)

The University is committed to increasing the diversity of its faculty, both in the presence of underrepresented minorities and in the presence of women. UC’s plan is to make the best possible use of the one-time allocation of \$2M in 2018-19 towards this commitment, and has directed the \$2M to support new faculty diversity efforts that will supplement, but not supplant, other efforts already underway, as well as adapt and build on the successful interventions from 2016-17 and 2017-18. In addition to the one-time funding from the state, this year, UC allocated an additional approximately \$500,000 to support the Advancing Faculty Diversity program. By taking a scientific, evidence-based approach, UC plans to identify best practices that could be expanded in coming years and thereby ensure that future funding would also be a good investment.

Summary of the 2016-17 and 2017-18 programs. After consultation with legislative offices in Sacramento, UC adopted the 2016-17 and 2017-18 approach to select campus units to act as pilot sites during the course of the 2016-17 and 2017-18 faculty recruitment cycle. This allowed UC to make targeted expenditures on pilot units that 1) needed to make progress in faculty diversity; 2) had demonstrated a commitment to improve faculty diversity; and 3) had the capacity to develop practices that can be adopted more broadly with sufficient future funding. Nine campuses submitted proposals in early fall 2016 and three campus projects were funded, one each at UC Davis, UC Riverside, and UC San Diego. Eight campuses submitted proposals in early fall 2017, and four campus programs were funded, one each at UC Berkeley, UC Irvine, UC San Francisco, and UC Santa Barbara. Each of the seven pilot units in the first two years developed a distinctive recruitment program for the 2016-17 or 2017-18 year, and each succeeded in using specific interventions and practices that contributed to the recruitment of a diverse set of new faculty.

In 2016-17, all three of the pilot units saw a substantial increase in the percentage of URM and female finalists. In addition, in two of the pilots there was a substantial increase in the percentage of URM and female hires.. In 2017-18, there was a substantial increase in the percentage of URM and female faculty

as finalists in three pilot units and of those hired in all four pilot units. All seven pilot units hired new faculty who have made valuable contributions to diversity, which will improve the campus climate for women and URMs and promote equal opportunity for all members of the academic community. It is clear that the infusion of funds into the pilot units made a difference in faculty diversity relative to their past performance and to the comparator units.

Summary of 2018-19 program. Building on the success of the 2016-17 and 2017-18 Advancing Faculty Diversity programs, UC is continuing most of the program elements into the 2018-19 year, including targeted funding for a small number of recruitment projects as well as a focus on possible new uses of successful recruitment interventions from the first two years.

To select the pilot units for the third year of funding, on July 12, 2018, the UC Provost invited each campus to propose an intensified approach to hiring a more diverse faculty in a selected unit with adoption of specific interventions from the first two years. Campuses submitted strong proposals, each drawing from on-going campus efforts and from the successful interventions by the year one and two pilot units as well as proposing new interventions. They proposed to use the additional funds to support a discipline, school, or department poised to make significant advances in faculty diversity. The proposals were innovative and illustrative of how much the campuses are already engaged in this issue. The best proposals had pilot units with deep understanding of and support for a more diverse faculty and that had demonstrated some kind of prior success (with hiring women, for example), while also proposing new and innovative interventions. They also show that a sizable investment targeted at supporting these efforts might facilitate more diverse hiring. In addition, the 2018-19 program will also be expanded to include campus proposals that will focus on faculty retention efforts, including programs targeted at department or school climate. Based on the excellent proposals submitted by the campuses, UC will commit an additional approximately \$500,000 to fund the Advancing Faculty Diversity program for this year.

Review criteria were established and communicated to campuses prior to submission of the proposals and a group of eight faculty and academic administrators reviewed the submissions; the President's Office selected ten pilot units (four for recruitment and six for retention/climate) on eight campuses to receive the bulk of the funding as pilots. The four recruitment pilot units include: UC Berkeley, Life Sciences; UC Davis, campus-level; UC Merced, Schools of Natural Sciences and Engineering; and UC Riverside, Department of Mathematics. All will focus on ladder-rank faculty hiring. The six retention/climate pilot units include: UC Berkeley, School of Public Health; UC Irvine, STEM; UC Riverside, College of Humanities, Arts and Social Science; UC San Diego, Division of Arts and Humanities; UC Santa Barbara, Departments of Engineering and Physics, and UC Santa Cruz, campus-level. The 10 pilot proposals shared the following qualities:

- Provided evidence of innovation, commitment, and progress in meeting faculty diversity goals.
- They acknowledged the importance of a diverse faculty to UC's diverse student body.

- There was strong support for diversity from the leadership and evidence of previous efforts to build an understanding of climate and inclusion issues.
- Demonstrated campus-wide support for efforts to recruit and retain diverse faculty and to build a more inclusive campus climate was evident.
- The recruitment pilot units were planning sufficient hiring for the year, so their enhanced recruitment efforts were more likely to produce a diverse set of new faculty members.
- In an effort to avoid possible bias in evaluation, several units proposed the use of cross-unit committees and advisory groups in assessing candidates.
- They adapted successful interventions from 2016-17 and 2017-18.

A brief description of each of the four faculty recruitment pilots as well as comparator units follows:

UC Berkeley: Initiative to Advance Faculty Diversity, Equity and Inclusion in the Life Sciences. \$500K. With strong commitment by the leadership, this unique program is a cross-divisional collaboration to advance faculty diversity in the life sciences. This program centers on four broad categories: building a critical mass; strengthening applicant pools; improving candidate evaluation processes; and institutional change. The interventions will include the allocation of FTE across the life sciences; a centralized cross-department review committee; winter seminar series with participants from the President's Postdoctoral Fellowship Program (PPFP), Chancellor's Postdoctoral Fellowship Program (CPFP), and other institutions; faculty search ads; targeted, personal outreach using a database of promising candidates; rubrics for evaluating contributions to diversity statements; search committee training; valuing contributions to diversity, equity, and inclusion alongside contributions in research, teaching, and service; Council of Life Sciences Faculty to provide ongoing program development; diversity, equity, and inclusion retreat; a cohort mentoring program; and additions to start-up packages for equity and inclusion programs.

UC Davis: A UC Davis Pilot Study in Centrally Co-led Open Searches to Prioritize Academic and Educational Excellence. \$422,347.

This program centers on taking proven best practices for a diverse and inclusive recruitment process, and applying them to "open searches" directly by coordinating them through the central Office of Academic Affairs, in collaboration with the deans' offices of participating schools and colleges. Open searches will be college or school-wide, without specification of a specific discipline or department, provided that an applicant's area of expertise falls within a discipline embodied in the academic unit. The interventions will strategically utilize college-level or school-level open searches to obtain highly diverse pools of applicants by leveraging diversity hiring incentives and investment through PPFP/CPFP, Center for the Advancement of Multicultural Perspectives on Science (CAMPOS), and the Mentored Clinical Research Training Program; successful candidates must have demonstrated significant commitments to diversity, equity, and/or inclusion. Other interventions include search committee training; broad advertising; utilization of data-driven recommendations; targeted outreach; a new faculty support program to provide dual career support and family integration resources; a mentoring committee; enrollment in the National Center

for Faculty Development and Diversity; assignment of a faculty peer; and graduate student support. Senior leadership and deans express strong support for the program.

UC Merced: Pathways to the Professoriate. Advancing Faculty Diversity in the Schools of Natural Sciences and Engineering at UC Merced. \$498,052.

This program centers on leveraging PFP and CFP; a new “Two Offers from One Search” Program; and the development of a Leadership Council Pilot Program to oversee these searches. The interventions will leverage PFP and CFP; the faculty equity advisor program; best practices in recruitment and hiring, including implicit bias training and diversity statements; the National Center for Faculty Diversity and Development Program; and Accountability and Mentoring Programs. The program will also enhance mentoring and faculty success training for new hires, including teaching mentoring. Leadership will take an active role in recruitment and hiring through the formation of a Leadership Council pilot program.

UC Riverside: Advancing Mathematics Faculty Diversity at the University of California, Riverside. \$500K.

This program builds on successful aspects of previous Advancing Faculty Diversity initiatives and enhances prior programs in significant ways. As a pilot unit in the first year of this initiative, UCR initiated a highly successful Provost’s Diversity in Engineering Fellows program. The current interventions will build on the first year program elements of attractive, targeted advertisements; use of the Statement of Contributions to Diversity as an initial rather than later selection criterion; a boost to the candidate’s research career through an additional year of funded research training anywhere in the US while having a tenure track position secured; and support and mentoring throughout from their UCR base. The Mathematics program will also use the tools afforded by applying through UC Recruit rather than MathJobs, making a significant difference to the ability to monitor and boost development of a diverse pool of applicants; host a symposium early in the Fall quarter to showcase both the diversity of the campus and the quality of the Mathematics Department to attract more applications from prospective URM faculty; and implement specific mentoring to develop skills for teaching mathematics to first generation students. There is a strong commitment by the leadership to support the program.

Comparison Units and Data Collection and Reporting. \$100K. Each of the four pilot programs focused on recruitment will have a comparison unit(s), so that the efforts and hiring in the funded units can be compared to the efforts and hiring in comparison units not receiving funding. There will be substantial effort required in the comparison units to provide information on their hiring and the program funds will support appropriate part-time staff time on the campuses. In addition, similar to the first two years, the UC Recruit data team located at UC Irvine will support data collection and reporting efforts. The UC Recruit team will help identify which recruitment practices correlated with more diverse hiring.

A brief description of each of the six faculty retention/climate pilot units follows:

UC Berkeley: Fostering a Climate of Inclusion: A Strategy for Enhancing Faculty Diversity at Berkeley's School of Public Health. Up to \$75K.

Led by the School of Public Health ("SPH") Senate Faculty Council ("FAC"), the proposed pilot will be modeled after a successful faculty-led effort to advance gender equity via a FAC standing committee of both male and female professors from all divisions within the School. It would also build on the School's longstanding commitment to diversity, focusing attention on solving some of the most challenging climate issues. The pilot effort will conduct research on resources and best practices for nurturing a positive faculty climate; bring in skilled consultant(s) to conduct interviews, focus groups, relevant trainings; organize a school-wide speaker series on Diversity, Equity & Inclusion ("DE&I") scholarly research and evidence-based best practices; provide nominal research fund compensation for SPH faculty participating on the DE&I committee; and build a website for sharing DE&I resources and for fostering communication.

UC Irvine: University of California, Irvine, Faculty on Retaining Women and Racial/Ethnic Diversity (UCI FORWARD). \$75K.

UCI FORWARD is proposed to maximize support to incoming and continuing junior faculty in order to expedite preparation for favorable mid-career reviews. It will build on and complete a career ecosystem dedicated to inclusive excellence in STEM fields. This program builds on UCI's 2017-18 Advancing Faculty Diversity Year 2 program. Building on the Year 2 recruitment cohort, campus leadership now seeks to capitalize on these successful outcomes by proposing a Career Concierge approach; Faculty Career Team grants; complementary workshops; and Career Travel Awards.

UC Riverside: Faculty Commons Pilot Program at the Center for Ideas and Society. \$75K.

The College of Humanities, Arts and Social Science's ("CHASS") Faculty Commons Pilot Program seeks to build intellectual and supportive interdisciplinary communities based on common research, teaching, and learning concentrations and integration of those communities with one another and the campus as a whole. The pilot effort will empower dynamic and flourishing groups by offering support for building membership across CHASS and UCR; holding community building events; hosting outside speakers and experts in each group's research topics; sponsoring research and working paper discussions; sponsoring manuscript development sessions; funding working lunches and group excursions related to the workshop's topics; mentoring junior colleagues and helping them to develop their academic networks; and pursuing cross-programming opportunities with other working groups and with other interdisciplinary projects at the Center for Ideas and Society.

UC San Diego: Inclusive Excellence in the Arts and Humanities – A More Diverse Humanism: Faculty Retention and Academic Climate. \$75K.

The Division of Arts and Humanities proposes to implement divisional workshops with junior and mid-career faculty; to sponsor public forums and lectures that engage timely, difficult, and complex issues of the day; to invite artists to present their work on the campus and the broader community to establish meaningful ties within and beyond the campus; and to establish a new faculty Q&A series, a mentorship structure across divisional boundaries, a manuscript forum, and a new annual event that showcases and celebrates major research contributions by junior faculty.

UC Santa Barbara: Advancing Faculty Diversity through Faculty Retention and Academic Climate in Engineering and Physics at UC Santa Barbara. \$75K.

The College of Engineering and Department of Physics propose to improve faculty climate and retention through an ambitious program that will launch a new comprehensive team-mentoring program for pre-tenure women and URM faculty combined with key inclusion and equity workshops that will improve the skills and awareness of faculty members and departmental leaders with regard to improving climate and retaining women and URM faculty members and those with other diverse identities. The program will contribute to the development of a new campus-wide Equity Advisors program; establish mentoring teams and peer mentoring as part of a comprehensive junior faculty mentoring program; implement inclusion and equity workshops, which will focus on equitable distribution of “low- and high-promotability tasks” and on male allies and advocates; and address retention and climate issues in the units.

UC Santa Cruz: UC Santa Cruz Community Networking Program 2018-2019. \$58,200.

The campus-wide proposal, Community Networking Program, will generate mutual affinity-group mentoring for faculty to create more widespread structures for development and support. These groups will be formed with the aim of supporting the success of faculty in the target demographic and will be open to faculty in that target demographic as well as their supporters. Each group will be led by a faculty convener who will convene the group on a monthly basis. To recognize the efforts of the convener, the faculty member will be provided with one course release, as underrepresented faculty are often in high demand to provide service, which can reduce their available time and energy for research. Each group will produce a white paper.

A systemwide Program Advisory Group, coordinated by the Office of the President, will help guide and monitor these ten pilot programs and the collection and analysis of data and metrics during the course of the 2018-19 year. The Group includes representatives appointed by the Chancellor and Executive Vice Chancellor/Provost on each campus and also includes Academic Senate representatives. The Group will advise on development of reports on the pilot programs and share in the work of designing best ways to ensure the pilot programs advance efforts to diversify the UC faculty.

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