

# UC ADVANCE PAID

ANNUAL REPORT : YEAR 2 ▲ SEPTEMBER 2012 - AUGUST 2013



## Meeting the California Challenge: Women and Under-represented Minority Faculty in STEM

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**ADVANCE PAID**  
OFFICE OF ACADEMIC PERSONNEL

**Cover photo:** Dr. Lorena Navarro, Assistant Professor, Department of Microbiology and Molecular Genetics, UC Davis.  
Photo courtesy of Karin Higgins/UC Davis.

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## **A. SUMMARY OF MAJOR ACTIVITIES AND FINDINGS OF THE PROJECT, YEAR 2: 2012-2013**

The purpose of the UC ADVANCE PAID project is to bring the University of California's faculty make-up into closer alignment with the diverse population of California, and to lead national progress in such efforts among research universities. There are two primary components to this effort, the Recruitment Data Analysis Project and the California Challenge Roundtable initiative, each with specific goals:

The goals for the Recruitment Data Analysis Project are (1) to design ways to collect and aggregate data that are transportable not only across 10 campuses, but potentially across broader subsets of universities or disciplines; (2) to use these data to pinpoint roadblocks to recruitment of women and underrepresented minorities (URMs) in STEM (this will include analysis of this information in the context of pool availability, using UC's sophisticated and long-term collection of availability data); and (3) to implement recruitment practices that overcome such roadblocks.

The goals for the California Challenge Roundtable initiative are (1) to build a stronger cross-campus community, combining forces to recruit and retain more women overall and URM women in particular in STEM; (2) to establish STEM recruitment and retention as a standard part of University diversity conversations; and (3) to follow-up on Roundtables with new campus initiatives or practices.

### **1.0 Highlights of the Year**

- UC Recruit was implemented across all 10 campuses, streamlining the faculty recruitment and application process and allowing for the collection of consistent data on UC searches system-wide.
- "Increasing UC's Faculty Diversity through Robust Data Collection and Recruitment Practices," the second annual data seminar, included 43 campus professionals.
- Roundtable Two, "Building Capacity for Institutional Transformation in the Twenty-First Century: Women of Color in STEM and SBS Fields," was held on the UC Irvine campus and attended by 99 faculty and administrators. The keynote address was delivered by Cecelia Conrad, Vice President for Academic Affairs, Pomona College.
- Roundtable Three, "Mentoring Faculty in an Inclusive Environment: Supporting Women and URM STEM Faculty at UC," was held on the UC Riverside campus. Shirley Malcom, Head, Education and Human Services, American Association for the Advancement of Science, delivered the keynote address to the 89 attendees.

- Susan Carlson, PI, partnered with faculty administrators at UCB, UCD, UCI, UCM, and UCR on a panel, Meeting the California Challenge: The University of California's Partnerships to Advance Faculty in STEM, at the "Keeping Our Faculty of Color Symposium," University of Minnesota.
- Susan Carlson, PI, presented a poster, "UC ADVANCE PAID: Meeting the California Challenge," at the NSF ADVANCE Workshop, Alexandria, VA.

### **2.0 Recruitment Data Analysis Project**

The UC ADVANCE PAID program is based on the assumption that the diversification of STEM faculty requires systemic change, and that a systemwide approach will expand capabilities beyond resources available to single campuses. Related to that assumption, the primary goal of the Recruitment Data Analysis Project is to design ways to collect and aggregate data on faculty recruitment that are transportable not only across the 10 UC campuses, but potentially to broader subsets of universities or disciplines.

#### **2.1 Data Collection and Analysis**

During the second year of the program, we continued to build upon progress in meeting this goal. For example, the type of data collected is summarized in new ways compared to year one. We also completed implementation of a web-based recruitment system (UC Recruit) for all 10 UC campuses, clearly a major milestone for the program and for the university. UC Recruit significantly streamlines the faculty recruitment and application process by automating procedures that had been very labor-intensive. For the first time, consistent data on successful outcomes from searches are being collected from this common UC system. Analyses of these data will help identify best practices in recruiting a diverse faculty, particularly in the STEM disciplines. An advisory board, with representatives from 8 campuses and led by Academic Personnel at UCOP, has ensured a smooth implementation.

#### **2.2 Data Seminar, "Increasing UC's Faculty Diversity through Robust Data Collection and Recruitment Practices."**

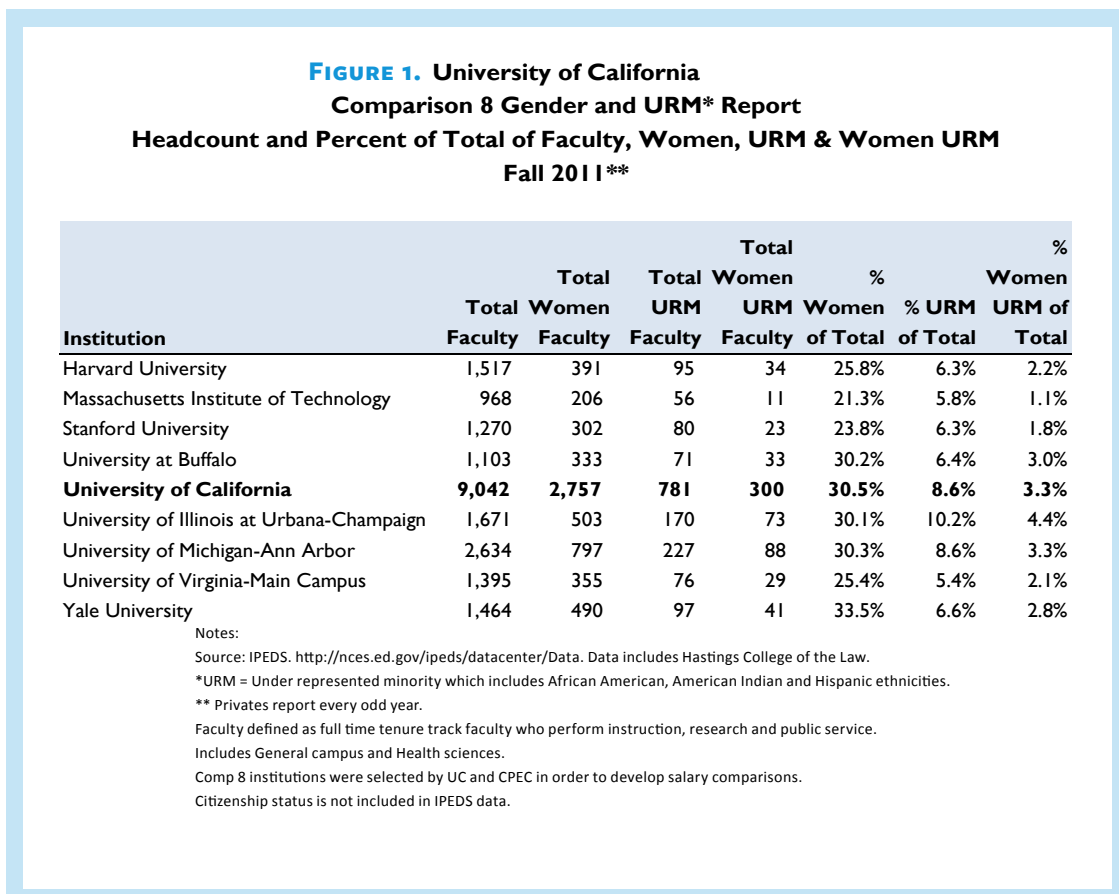
The Recruitment Data Analysis Project hosted its second annual data seminar on February 7, 2013 entitled "Increasing UC's Faculty Diversity through Robust Data Collection and Recruitment Practices." The primary goals of this seminar were to share the results of the 2011-12 faculty recruitment and retention survey and increase communication across campuses regarding data-based recruitment practices. For a summary of the seminar activities, please see [www.ucop.edu/ucadvance/events/past-events/seminar-feb-7-2013.html](http://www.ucop.edu/ucadvance/events/past-events/seminar-feb-7-2013.html)

The data seminar included the following presentations:

1. Marc Goulden, Director of Data Initiatives at UC Berkeley, and the evaluator for this project, presented a session on “New Methodologies for Gathering and Collecting Data to Enhance Faculty Diversity: Analyzing the Effectiveness of the UC Faculty Recruitment Practices in Regards to Diversity.”
2. Herbert Lee, Vice Provost for Academic Affairs, UC Santa Cruz, provided the results of the UCSC Faculty Retention Survey. During retention actions, this survey instrument is administered to faculty members who choose to stay, as well as to those who decide to leave. Survey results indicated that salary and partner jobs/appointments play a major role in whether the person stays or leaves.

3. Matt Xavier presented 2011-12 systemwide Faculty Search data on the composition of faculty search committees and new hires. Results indicated that the gender and race/ethnicity composition of search committees tends to mirror that of the faculty as a whole, and of STEM faculty specifically. Systemwide aggregated data on recruitment revealed no major differences in melt rates across race/ethnicity.

Figure 1, presented at the Data Seminar, indicates that when compared with the Comparison 8 group of research universities, UC ranked near the top of its peers in the representation of women and underrepresented minorities.



A written summary of the Data Seminar and copy of the PowerPoint presentations including data tables that detailed results of faculty recruitment at the UC systemwide level were all shared on the UC ADVANCE PAID website: [www.ucop.edu/ucadvance/events/past-events/seminar-feb-7-2013.html](http://www.ucop.edu/ucadvance/events/past-events/seminar-feb-7-2013.html)

and revealed that 86% would read research on the topic of recruitment practices as they relate to increasing diversity; 82% would circulate seminar materials to colleagues; and 78% indicated they would continue discussion on their campus of the issues presented.

The 43 attendees of the seminar included a range of campus professionals, from data analysts to vice provosts and vice chancellors, along with representatives from the UC Office of the President. An evaluation survey administered after the event queried attendees concerning their post-seminar plans,



### 3.0 California Challenge Roundtables

In the past year, UC ADVANCE PAID sponsored two system-wide California Challenge Roundtables.

#### 3.1 Roundtable Two: “Building Capacity for Institutional Transformation in the Twenty-First Century: Women of Color in STEM and SBS Fields.”

Roundtable Two, hosted by UC Irvine on Wednesday, October 17, 2012, was focused on “Building Capacity for Institutional Transformation in the Twenty-First Century: Women of Color in STEM and SBS Fields.” Attended by 99 faculty, academic administrators (including chancellors, vice provosts, vice chancellors, deans and department chairs), and staff, the goals for the day were as follows:

1. Provide a context for institutional transformation.
2. Equip faculty, administrators and graduate student leaders to be agents on behalf of institutional transformation.
3. Improve the recruitment and climate for women of color in STEM (Science, Technology, Engineering, and Mathematics) and SBS (Social and Behavioral Sciences).
4. Welcoming remarks were made by Michael Drake, the UC Irvine Chancellor, Aimée Dorr, the UC systemwide Provost and Executive Vice President, and Susan Carlson, the UC systemwide Vice Provost for Academic Personnel.



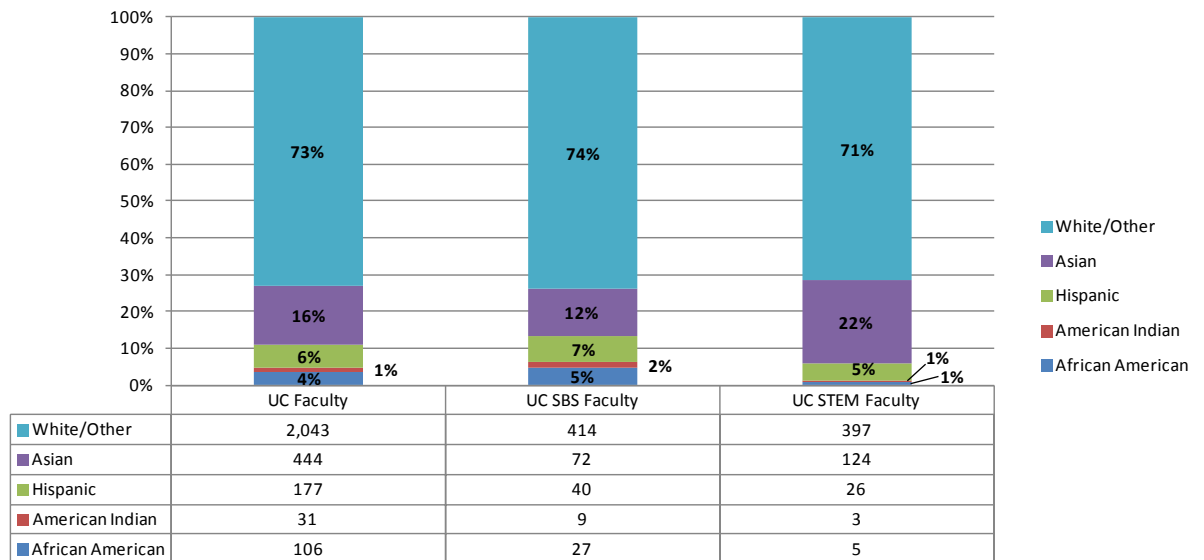
Participants at the October 2012 ADVANCE PAID California Challenge Roundtable at UC Irvine.

The keynote address, “What Does Science Tell Us about Broadening the Participation of Women of Color in STEM/SBS Fields?” was presented by Cecilia Conrad, Vice President for Academic Affairs, Pomona College, and was the most highly-rated presentation, as Conrad made the case for using data and research in efforts to increase diversity.

The remainder of the Roundtable was structured around six additional sessions:

1. *Setting the UC Context for Issues of the Double Bind*, presented by Yolanda Moses, Associate Vice Chancellor for Diversity, Excellence and Equity, UC Riverside. Dr. Moses analyzed UC faculty diversity in the context of key research studies on women of color in STEM; these studies were also included in the electronic portfolio. See [Figure 2](#) for a sample of the data in this presentation.

**FIGURE 2. UC Tenure-line and Equivalent Faculty, UC SBS Faculty, and UC STEM Faculty: Female Headcount by Ethnicity, Fall 2011**



Ladder and Equivalent Rank Faculty with Tenure by Discipline by Gender by Ethnicity with percentages  
 UC Systemwide Female STEM Faculty by Ethnicity by Year  
 UC Systemwide Female SBS Faculty by Ethnicity by Year

2. Concurrent Breakout Sessions:

a. *The Double Bind in Engineering and Computer Science*. Panelists reviewed research and data on the ways in which race and gender play into recruitment and retention of engineering and computer science faculty and students.

Moderated by Jeanne Ferrante, Associate Vice Chancellor for Faculty Equity, UC San Diego, the panel included Gregory Washington, Dean of the Henry Samueli School of Engineering, UC Irvine and Carroll Seron, Chair & Professor of Criminology, Law & Society, UC Irvine.

b. *Advancing Diversity in the Social and Behavioral Sciences*. Panelists noted that while social and behavioral sciences faculty often study race and gender, cultures and practices in these disciplines are also affected by faculty demographics.

Moderated by Mary Blair-Loy, Founding Director, Center for Research on Gender in the Professions and Associate Professor, Department of Sociology, UC San Diego, panelists included Barbara Doshier, Dean of the School of Social Sciences & Professor of Cognitive Sciences, UC Irvine, and Valerie Jenness, Dean of the School of Social Ecology, UC Irvine.

3. *Key Issues, Questions, and Solutions*. Herbert Lee, Vice Provost for Academic Affairs, led a discussion to synthesize the morning’s presentations, with attendees identifying key issues at UC as well as discipline-based advantages and hurdles.

4. *Building a Diverse Future for the Biological Sciences*. Panelists analyzed the double bind in the biological sciences, assessing the pipeline and potential for building a more diverse faculty.

Moderated by Ram Seshadri, Associate Director of the Materials Research Lab & Professor of Materials, Chemistry, and Biochemistry, UC Santa Barbara, panelists included Albert Bennett, Professor and Dean of the School of Biological Sciences, UC Irvine; Diane O’Dowd, Department Chair and Professor of Developmental and Cell Biology, UC Irvine; and Luis Mota-Bravo, Director, Outreach, Research Training and Minority Science Programs, UC Irvine.

5. *Remaking the Climate for Graduate Education: DECADE*. Panelists focused on UC Irvine’s DECADE program, designed to create a welcoming climate for a diverse graduate population in STEM.

Moderated by Linda Sax, Professor of Education, UC Los Angeles, panelists included Frances Leslie, Dean of the Graduate Division and Professor of Pharmacology, Anatomy, and Neurobiology, UC Irvine; and Susan Coutin, Associate Dean of the Graduate Division, UC Irvine. In addition, Ph.D. students Marina Corrales and Kelly Ward, UC Irvine, participated.

6. *Designing Next Steps in Dealing with the Double Bind in UC STEM and SBS Disciplines*. Attendees discussed best ways to integrate the day’s findings and strategies into department and campus practices and cultures.

View an agenda of the day’s activities in Appendix B. Video and other materials may be found on the UC ADVANCE PAID website at [www.ucop.edu/ucadvance/events/past-events/roundtable-oct-2012.html](http://www.ucop.edu/ucadvance/events/past-events/roundtable-oct-2012.html)

Evaluations completed by 55 of the 99 attendees were favorable as shown in Figure 3, below.

**FIGURE 3. ATTENDEE EVALUATIONS FROM ROUNDTABLE TWO**

OVERALL OPINION	Below Average	Average	Good	Very Good	Excellent
	0%	0	8%	60%	32%
PRESENTATION/PANEL	Not at all Informative	Not very Informative	Neutral	Somewhat Informative	Very informative
Setting the UC Context for Issues of the Double Bind	0%	0%	6.5%	45.7%	47.8%
The Double Bind in Engineering and Computer Science	0%	0%	11.4%	31.4%	57.1%
Advancing Diversity in the Social & Behavioral Sciences	0%	0%	0%	27.8%	72.2%
Keynote: What Does Science Tell Us About Broadening the Participation of Women of Color in STEM/SBS Fields?	0%	0%	0%	22.7%	77.3%
Building a Diverse Future for the Biological Sciences	0%	0%	6.8%	54.5%	38.6%
Remaking the Climate for Graduate Education: DECADE	0%	0%	7.3%	48.8%	43.9%

### 3.2. Roundtable Three: “Mentoring Faculty in an Inclusive Climate: Supporting Women and URM STEM Faculty at UC.”

Roundtable Three was held at UC Riverside on April 10, 2013. Attended by 89 faculty, academic administrators (including vice provosts, vice chancellors, deans and department chairs), and staff, the goals for the day were as follows:

1. To understand the particular mentoring needs for women and under-represented minority faculty in STEM.
2. To learn about a mosaic of mentoring models fitted to various career stages in STEM fields (postdocs, assistant professors, mid-career faculty) and provide UC campuses relevant research and models to build effective mentoring programs.
3. To share successes and to identify gaps in current UC mentoring efforts.
4. To establish mentoring as a tool for dealing with retention and climate issues in STEM departments, clarifying that effective mentoring benefits senior as well as junior faculty.

Welcoming remarks were provided by Dallas Rabenstein, Executive Vice Chancellor and Provost, UC Riverside, Susan Carlson, Vice Provost for Academic Personnel, UC Office of the President, and Yolanda Moses, Associate Vice Chancellor for Diversity, Excellence and Equity, UC Riverside.

The keynote address was delivered by Shirley Malcom, Head, Education and Human Resources, American Association for the Advancement of Science, and was entitled “The Importance of Mentoring Women and Minority Faculty at Every Career Stage: A National View.”

The remainder of the Roundtable was structured around panel discussions and active learning sessions.

1. *Active Learning Session I: Who Mentored You?* Led by Bradley Hyman, Professor and Chair of Biology, UC Riverside.
2. *Making a Successful Transition: What Do Future Faculty Need?* The panelists discussed the President’s Postdoctoral Fellowship Program and the impact that postdoctoral mentoring has had on fellows and on UC faculty.

Moderated by Leah Haimo, Associate Dean of the Graduate Division, and Professor of Biology, UC Riverside, the panel included Sheila O’Rourke, Director, President’s Postdoctoral Fellowship Program, UC Office of the President; Desire Delia Whitmore, Postdoctoral Fellow, Department of Chemistry, UC Berkeley and Roya Zandi, Associate Professor of Physics, UC Riverside.

3. *We Want You Here: How Can We Help You Thrive?* Panelists reviewed research and data on goals, needs, challenges, and best practices in mentoring pre-tenure women and URM faculty in STEM.

Moderated by Wendy Ashmore, Professor of Anthropology, UC Riverside, the panel included Susan Drange Lee, Director, Office for Faculty Diversity, UC Los Angeles; Mitchell Feldman, Associate Vice Provost, Academic Affairs and Director of the UCSF Faculty Mentoring Program, UC San Francisco; and Faye Crosby, Provost, Cowell College, UC Santa Cruz.



Participants at the April 2013 ADVANCE PAID California Challenge Roundtable at UC Riverside.

4. *How Can We Promote the Advancement and Success of Tenured Women Faculty?* Panelists discussed the distinct challenges facing mid-career women in STEM and related data in an effort to evaluate best practices in mentoring and programming.

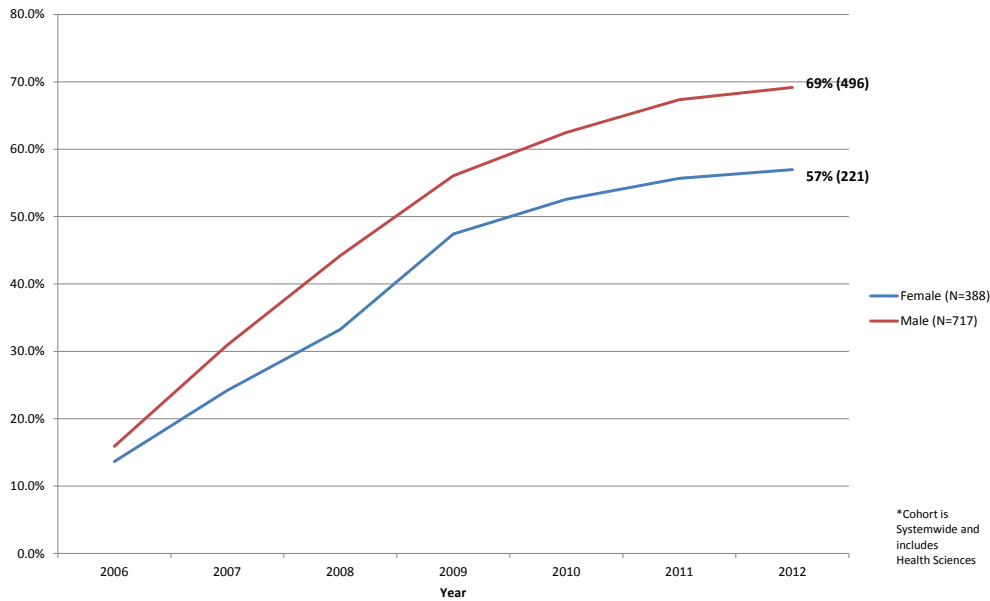
Moderated by Sharon Walker, Associate Professor of Environmental Engineering, UC Riverside, panelists included Angelica Stacy, Associate Vice Provost for Faculty Equity and Professor of Chemistry, UC Berkeley; Linda Walling, Professor of Genetics, Botany and Plant Sciences, UC Riverside; and Sang-Hee Lee, Associate Professor and Chair of Anthropology, UC Riverside.

5. *Active Learning Session II: The Face of Mentoring is Diverse.* Participants developed ideas for enhancing mentoring on their UC campus based on Roundtable conversations. Led by Bradley Hyman, Professor and Chair of Biology, UC Riverside.

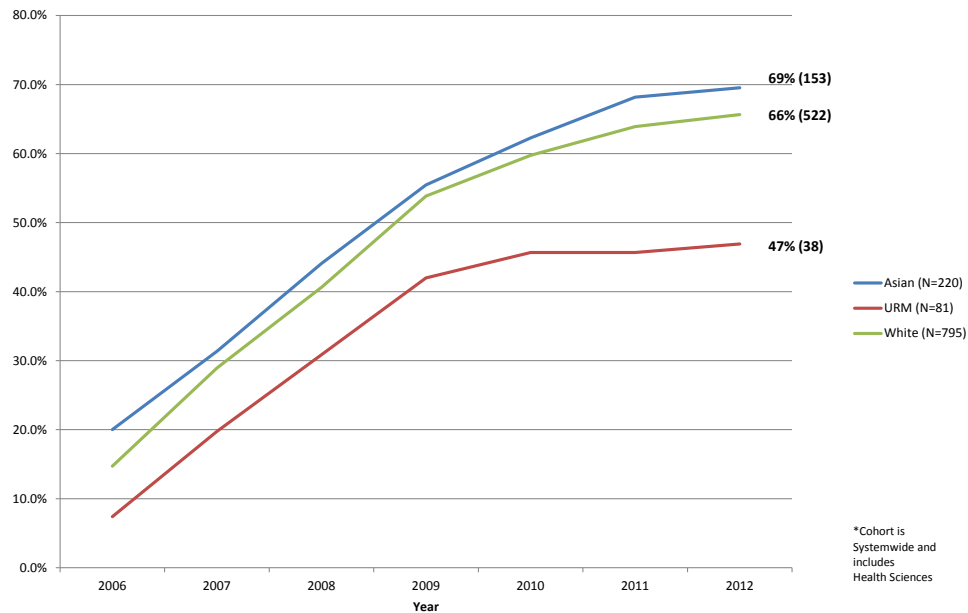
Figures 4 and 5 are a sample of data presented and discussed at the Roundtable.



**FIGURE 4.** 2005 STEM Assoc. Prof. Cohort\* - Percent who Reach Professor Rank by Year by Gender (N=1,105)



**FIGURE 5.** 2005 STEM Assoc. Prof. Cohort\* - Percent who Reach Professor Rank by Year by Race-Ethnicity (N=1,096)



A summary of the day’s activities and results are attached (Appendix D). In addition, materials and video of presentations may be found on the UC ADVANCE PAID website: [www.ucop.edu/ucadvance/events/past-events/roundtable-april-10-2013.html](http://www.ucop.edu/ucadvance/events/past-events/roundtable-april-10-2013.html)

Evaluations completed by 44 of the 89 attendees of the UC Riverside Roundtable were favorable. When asked their overall opinion of the Roundtable, 59% responded “excellent,” 39% reported “very good,” and one (2%) indicated “good.” There were no “average” or “below average” evaluations. Individual presentations and panels were also evaluated, again with

generally positive results. (See Figure 6.) On a scale of 1 to 5, ranging from “Not at all informative” to “Very informative,” the keynote address had a mean score of 4.9; the session on Postdoctoral Fellows a mean score of 4.6, Junior Faculty was rated 4.7; Mid-Career Faculty 4.7; and the Face of Mentoring Interactive Session 3.9.

A full report and an evaluation for the UC Riverside Roundtable are currently being prepared by Marc Goulden, UC ADVANCE PAID evaluator.

**FIGURE 6. ATTENDEE EVALUATIONS FROM ROUNDTABLE THREE**

OVERALL OPINION	Below Average	Average	Good	Very Good	Excellent
	0%	0%	2%	39%	59%
PRESENTATION/PANEL	Not at all Informative	Not very Informative	Neutral	Somewhat Informative	Very informative
Keynote Address: The Importance of Mentoring Women and Minority Faculty at Every Career Stage	0%	0%	0%	14.6%	85.4%
Interactive Session (Morning): Who Mentored You?	2.4%	7.1%	28.6%	38.1%	23.8%
Postdocs: Making a Successful Transition: What do Future Faculty Need?	0%	4.8%	2.4%	21.4%	71.4%
Junior Faculty: We Want You Here: How Can We Help You Thrive and Stay?	0%	0%	0%	20.9%	76.7%
Mid-Career Faculty: Can We Promote the Advancement and Success of Tenured Women Faculty?	0%	0%	4.7%	18.6%	76.7%
Interactive Session (Afternoon): The Face of Mentoring is Diverse	3.3%	6.7%	20%	36.7%	33.3%

**3.3. Future Roundtables.** Roundtable Four, “The Role of Contributions to Diversity in Faculty Hiring and Academic Review,” has been scheduled for October 25, 2013 at UC San Diego. A planning committee was formed and began meeting in May 2013.

Roundtable Five, “Workplace Climate: Assessments and Interventions to Improve Diversity Among STEM Faculty,” has been scheduled for April 23, 2014 at UC Davis. A planning committee will be formed in September 2013.

**4.0. Committees and Boards**

The project is supported by a Steering Committee which holds responsibility for advising the entire project, the Research Scholars Advisory Board which brings research expertise to project planning and products, and a series of ad hoc planning committees to design events. The PI and the Program Coordinator work with all groups to provide comprehensive background to each. UCOP Academic Personnel provides additional program support on UC funding.

**4.1 Steering Committee**

The Steering Committee advises the PI and is responsible for maintaining UC ADVANCE PAID on each campus by connecting it to campus diversity committees and the Offices of the Executive Vice Chancellor/Provost. UC Davis Chancellor Linda Katehi chairs the committee. Members are also responsible for recruiting STEM faculty and administrators for Roundtables and supervising logistics if hosting a Roundtable on their campus. The committee also directs significant decision-making and during the

final year of funding will work with Principal Investigator Carlson to ensure the continuation of UC ADVANCE PAID. The UC ADVANCE PAID Steering Committee convened six times during 2012-13. See Section D, 2.1 for membership.

**4.2 Research Scholars Advisory Board (RSAB)**

The RSAB was assembled to advise the UC ADVANCE PAID program on best practices to draw from current research and contribute to future scholarship on gender, race, ethnicity and faculty recruitment and retention in the STEM disciplines. The Board was appointed by the Steering Committee and is comprised of UC faculty members from STEM fields, as well as UC faculty members with expertise in varied disciplines such as education, law, anthropology, sociology and public policy. The RSAB met five times during the second year, including two in-person meetings. It is chaired by Judith Stepan-Norris, and convened four times during 2012-13. See Section D, 2.2 for membership.

**B. SELECTED DATA ON RECRUITMENT PROCESS**

The program has developed data tables and charts for each Roundtable and Data Seminar, and these can be found in their totality on each event webpage. Here we have collected figures updated each year as a part of continuing analysis of search processes. Figures 7-9 present information on the diversity of search committee members in STEM disciplines. Figures 10-11 present information on diversity in recruitment stages of STEM faculty searches. Figures provide information on candidate pools, interviewees and STEM hires in fiscal year 2012.

**FIGURE 7.** University of California Systemwide  
Headcount of Faculty Search Committee Members by Ethnicity by Gender  
FY 2011-2012

Ethnicity	Total Headcount	% of Headcount	% of Faculty Systemwide*	Headcount of Female	% of Female	Headcount of Male	% of Male	Headcount of unknown/unspecified	% of unknown/unspecified	% of Total
Asian	322	16.1%	14.6%	101	31.4%	221	68.6%	0	0.0%	100.0%
Amer.-Indian	8	0.4%	0.5%	3	37.5%	5	62.5%	0	0.0%	100.0%
African-Amer.	44	2.2%	2.6%	12	27.3%	32	72.7%	0	0.0%	100.0%
Hispanic	138	6.9%	5.4%	40	29.0%	98	71.0%	0	0.0%	100.0%
White	1,433	71.8%	76.3%	466	32.5%	967	67.5%	0	0.0%	100.0%
Unk/Other	50	2.5%	0.6%	7	14.0%	17	34.0%	26	52.0%	100.0%
<b>TOTAL</b>	<b>1,995</b>	<b>100.0%</b>	<b>100.0%</b>	<b>629</b>	<b>31.5%</b>	<b>1,340</b>	<b>67.2%</b>	<b>26</b>	<b>1.3%</b>	<b>100.0%</b>

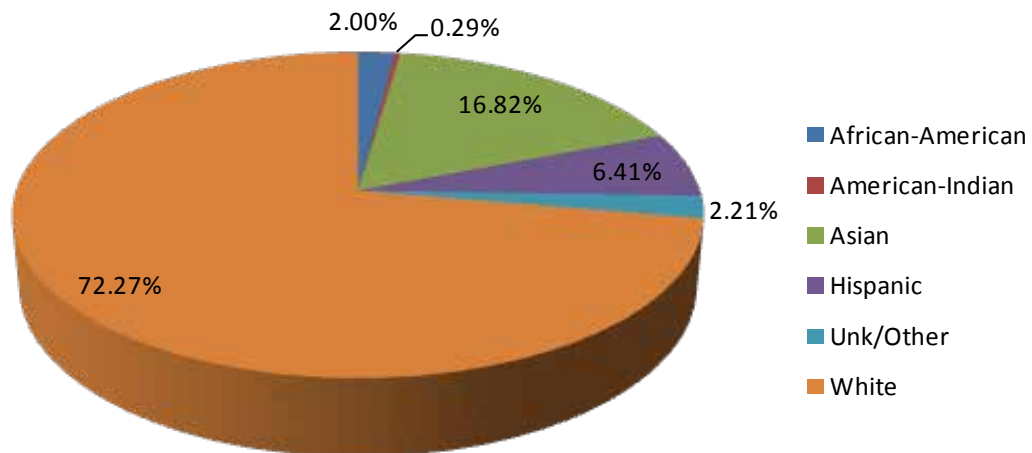
**Notes:**

1. Systemwide, the search committees worked with the following position pools: Ladder & Equivalent Rank, tenured and tenure eligible (professorial series, lecturers with security of employment (LSOE) or potential security of employment (PSOE)).
2. Systemwide, in ladder and equivalent ranks, 29.9 percent (2,825) are women in Fall 2012.

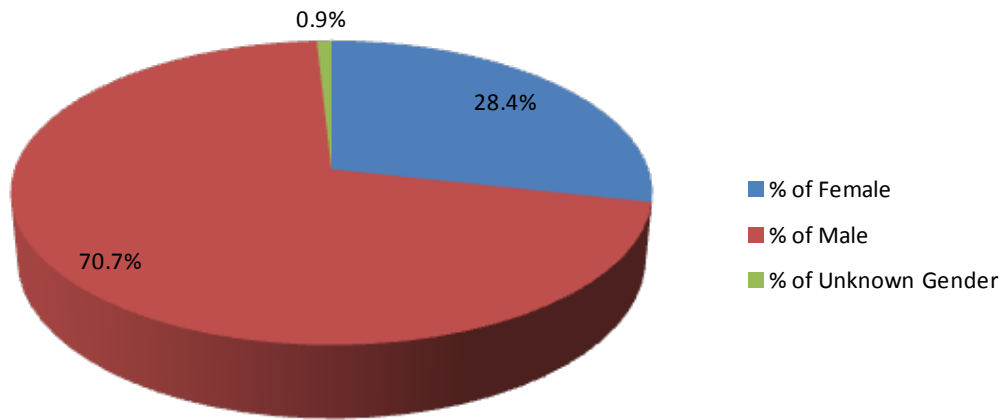
**Legend: Ethnic Group Abbreviations Used in Data Summaries:**

Asian (Chinese/Chinese American, Filipino/Pilipino, Japanese/Japanese American, Native Hawaiian or Other Pacific Islander, Pakistani/East Indian and Other Asian)  
 Amer.-Indian (American Indian/Native American/Alaska Native)  
 African-Amer. (Black/African American [Not of Hispanic Origin])  
 Hispanic (Hispanic/Latino [Mexican/Mexican American/Chicano, Latin American/Latino, Other Spanish/Spanish American])  
 White (Non-Hispanic)  
 Unk/Other (Unknown, other, declined to state)

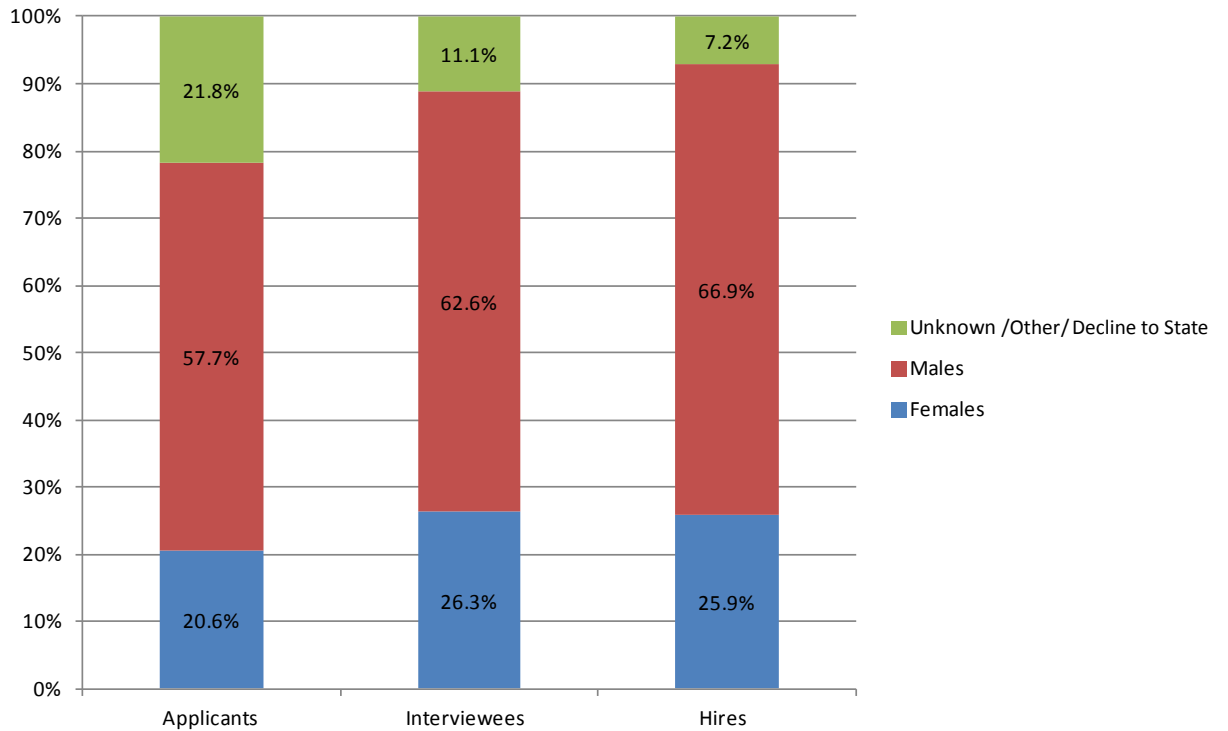
**FIGURE 8. Faculty Search Committee Members by Ethnicity for Open STEM Positions in FY 2011-12**



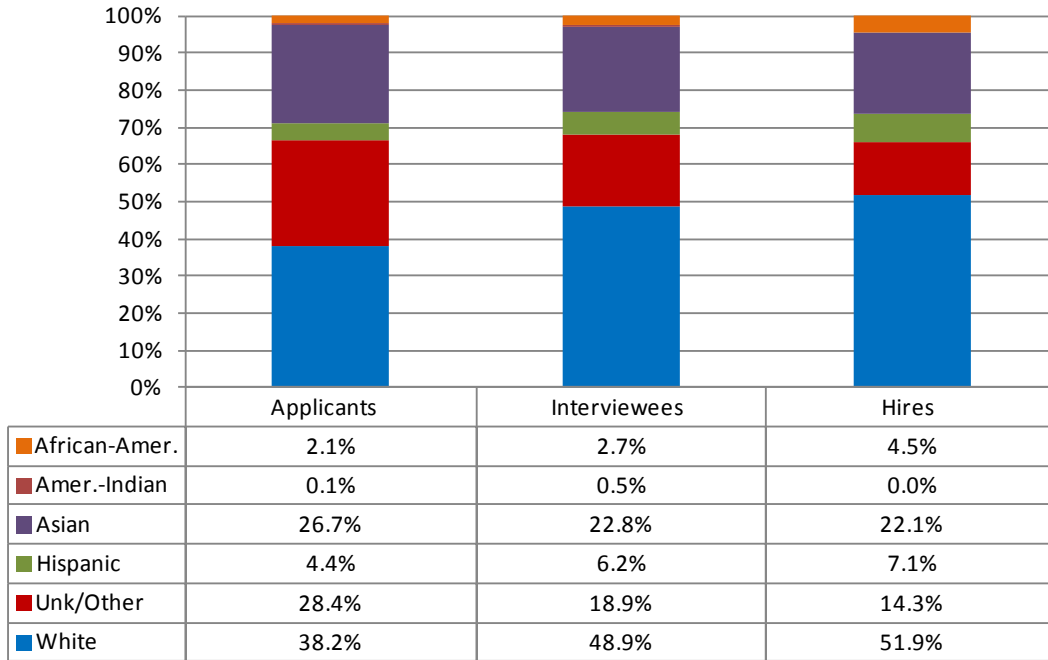
**FIGURE 9. Faculty Search Committee Members by Gender for Open STEM Positions in FY 2011-12**



**FIGURE 10. University of California Systemwide STEM Faculty Search Process by Gender by Stage in FY 2011-12**



**FIGURE 11. California Race/Ethnicity Headcount Percents for Recruitment Stages for Ladder and Equivalent Rank Faculty Successful STEM Searches, FY 2011-12**



**C. COMMUNICATIONS AND OUTREACH**

**1.0 UC ADVANCE PAID Website**

As a tool of modern communication, an informative website has become essential. The UC ADVANCE PAID website, which went live in November 2012, focuses on four KEY AREAS of the project including leadership, upcoming and past events, ADVANCE programs on other UC campuses, and the Recruitment Data Analysis Project:

1. Leadership & Staff: Membership information for the UC ADVANCE PAID Steering Committee and Research Scholars Advisory Board (RSAB).
2. Events: Features information about past and future “California Challenge” Roundtables (agendas, speaker biographies, bibliographies and selected readings, video and PowerPoint presentations, etc.), as well as related events at UC and other institutions.
3. Programs: Further information about and links to UC ADVANCE initiatives at other UC campuses.
4. Recruitment Data Analysis Project: Features faculty diversity, search, and retention/advancement data; as well as policy information, best practices, and related resources.

Since its launch in November 2012, the ADVANCE PAID website has received 4,854 page views. The site may be viewed here: [www.ucop.edu/ucadvance/](http://www.ucop.edu/ucadvance/)

**2.0 UC ADVANCE PAID Publications and Presentations**

In addition to the ADVANCE PAID website, numerous print publications have been created to help raise awareness of the initiative at the systemwide and national level. These include brochures, conference materials, and a research poster presented by PI Susan Carlson at the NSF ADVANCE workshop in Alexandria, VA.

Carlson also presented on the ADVANCE PAID project at two major conferences in April 2013: “ADVANCEing STEM Faculty at UC Davis,” hosted by UC Davis; and “Keeping Our Faculty of Color,” a symposium hosted by the University of Minnesota.



## D. PROJECT PARTICIPANTS

### 1.0 Program Personnel

Susan Carlson, Principal Investigator (PI). Vice Provost, Academic Personnel, University of California Office of the President (UCOP) and Professor, English, UC Davis. In addition to serving as PI for the ADVANCE PAID project for the UC system, Dr. Carlson served as PI on an ADVANCE Institutional Transformation Grant at Iowa State University and also serves on advisory boards for other ADVANCE programs. At UCOP, Carlson collaborates with campus faculty and administrators to ensure that the quality of UC faculty remains high; she and her colleagues in UCOP Academic Personnel support faculty recruitment and retention on campuses by coordinating faculty policy, compensation and data. Support for her time is provided by UCOP.

Marc Goulden, Program Evaluator. Director of Data Initiatives, Academic Affairs, UC Berkeley. Nationally known for his work on faculty data and the diversity of the faculty pipeline, Goulden leads formative and summative evaluation. Grant supports one month's salary.

Matthew Xavier, Director of Data Initiative. Data Coordinator, Academic Personnel, UCOP. A specialist in data synthesis, Xavier leads development of a common data tracking system for faculty recruitment processes, devoting 20% of his time during year one and 15% of his time in years two and three. Xavier joined UCOP in January 2012. Support for his time is provided by UCOP.

Linda Petersen, Program Manager. Academic Program Manager, Academic Personnel, UCOP. Experienced in education policy analysis and project management, Petersen manages the UC ADVANCE PAID project including development and coordination of Roundtables, materials development in connection with UC's publication of Roundtable proceedings and annual reports, management of the budget and travel logistics, and report writing. Petersen joined UCOP in March 2013.

Jennifer Lipscomb, Publications Designer. Publications Production Specialist, Academic Personnel, UCOP. Lipscomb produces a variety of print collateral to raise the profile of the UC ADVANCE PAID program, including conference materials, program brochures, and research posters. She is also responsible for managing content on the UC ADVANCE PAID website. She joined UCOP in August 2012.

### 2.0 Program Committees

In addition to key program personnel named above, five (5) committees supported the work of the grant in the second year (committees named and described, below). Each committee includes science, technology, engineering and mathematics (STEM) faculty, academic administrators and staff; each collaboratively extends the ADVANCE network throughout the UC system.

#### 2.1 Steering Committee

**Steering Committee Chair:** Linda Katehi, Chancellor, UC Davis

#### Steering Committee Members:

Susan Carlson (ex officio), Vice Provost, Academic Personnel, UC Office of the President

Anna Everett, Acting Associate Vice Chancellor, Diversity, Equity and Academic Policy, UC Santa Barbara

Jeanne Ferrante, Associate Vice Chancellor for Faculty Equity, UC San Diego

Marc Goulden (ex officio), Evaluator and Director of Program Initiatives, UC Berkeley

Harry Green, Chair, University Committee on Academic Personnel, UC Riverside

Douglas Haynes, Professor and Director of UC ADVANCE, UC Irvine

Herbert Lee, Vice Provost for Academic Affairs, UC Santa Cruz

Susan Drange Lee, Director, Faculty Diversity and Development, UC Los Angeles

Manuela Martins-Green, Chair, University Committee on Affirmative Action and Diversity, UC Riverside

Mary Ann Mason, Professor and ADVANCE PAID Project Liaison, UC Berkeley

Juan Meza, Dean of the School of Natural Resources, UC Merced

Yolanda Moses, Associate Vice Chancellor for Diversity, Excellence, and Equity, UC Riverside

Angelica Stacy, Associate Vice Provost for the Faculty, Professor, UC Berkeley

Maureen Stanton, Vice Provost for Academic Affairs, UC Davis

Joan Tenma (ex officio), Director, Academic Personnel, UC Irvine

Matthew Xavier (ex officio), Data Coordinator, UC Office of the President

## **2.2 Research Scholars Advisory Board (RSAB)**

**RSAB Chair:** Judith Stepan-Norris, Professor, Sociology, UC Irvine

### **RSAB Members:**

Wendy Ashmore, Professor of Anthropology, UC Riverside

Mary Blair- Loy, Associate Professor of Sociology, UC San Diego

Cynthia Feliciano, Associate Professor of Sociology & Chicano/Latino Studies, UC Irvine

Leah Haimo, Professor of Biology, UC Riverside

Sri Kurniawan, Associate Professor of Computer Engineering, UC Santa Cruz

Patricia LiWang, Professor of Natural Sciences, UC Merced

Sharmila Majumdar, Professor in Residence of Radiology & Biomedical Imaging, UC San Francisco

John Mohr, Professor of Sociology, UC Santa Barbara

Linda Sax, Professor of Education, UC Los Angeles

Ram Seshadri, Professor of Materials, Chemistry and Biochemistry, UC Santa Barbara

Kimberlee Shauman, Associate Professor of Sociology, UC Davis

Truman Young, Professor of Plant Sciences, UC Davis

## **2.3 October 17, 2012 Roundtable Two Planning Committee**

The Planning Committee for Roundtable Two, held at UC Irvine, met from June 2012 to September 2012.

### **October 17, 2012 Roundtable Two Planning Committee Members:**

Susan Carlson, Vice Provost, Academic Personnel, UC Office of the President

Douglas Haynes, Director, UCI ADVANCE Program; Associate Professor, History, UC Irvine

Dina Jankowski, ADVANCE Program Manager, UC Irvine

Frances Leslie, Dean, Graduate Division; Professor, Pharmacology, UC Irvine

Belinda Robnett-Olsen, Associate Professor, Sociology, UC Irvine

Carol Serron, Department Chair and Professor of Criminology, Law & Society and Sociology and Law, UC Irvine

Judith Stepan-Norris, Professor, Sociology, UC Irvine

Yolanda Moses, Associate Vice Chancellor, Diversity, Excellence and Equity; Professor, Anthropology, UC Riverside

Nancy Tanaka, Executive Director for Academic Personnel, UC Office of the President

Joan Tenma, Assistant Vice Chancellor, Academic Personnel, UC Office of the President

Gwen Kuhns-Black, Associate Director, Equal Opportunity and Diversity, UC Irvine

Kevin O'Neal, ADVANCE PAID Program Coordinator, Academic Personnel, UC Office of the President

Marc Goulden, Director of Data Initiatives, Academic Affairs, UC Berkeley

Matthew Xavier, Data Coordinator, UC Office of the President

## **2.4 February 7, 2013 Data Seminar Planning Committee**

The Planning Committee regularly met from November 2012 through February 2013 to prepare agenda, data and materials for the February 2012 meeting.

### **February 7, 2013 Data Seminar Planning Committee Members:**

Jo Agustin, Policy and Compensation Analyst, UC Office of the President

Gina Durrin, Administrative Analyst, UC Office of the President

Max Garrick, Programmer/Analyst, Office of Information Technology, UC Irvine

Marc Goulden, Director of Data Initiatives, Academic Affairs, UC Berkeley

Herbert Lee, Vice Provost, Academic Affairs; Campus Diversity Officer for Faculty, UC Santa Cruz

Janet Lockwood, Manager, Academic Policy & Compensation, UC Office of the President

Yolanda Moses, Associate Vice Chancellor for Diversity, Excellence, and Equity, UC Riverside

Nancy Tanaka, Executive Director, Academic Personnel, UC Office of the President

Joan Tenma, Director of Academic Personnel, UC Recruit Liaison, UC Irvine

Everett Wilson, Data Coordinator, Academic Affairs, UC Davis

Matthew Xavier, Data Coordinator, Academic Personnel, UC Office of the President

## **2.5 April 10, 2013 Roundtable Three Planning Committee**

The Planning Committee for Roundtable Three, held at UC Riverside, met from December, 2012 through March, 2013.

### **April 10, 2013 Roundtable Three Planning Committee Members**

Susan Carlson, Vice Provost, Academic Personnel, UC Office of the President

Marc Goulden, Evaluator and Director of Program Initiatives, UC Berkeley

Yolanda Moses, Associate Vice Chancellor, Diversity, Excellence and Equity; Professor, Anthropology, UC Riverside

Bradley Hyman, Chair and Professor of Biology, UC Riverside

Victor Rodgers, Chair and Professor of Bioengineering, UC Riverside

Sharon Walker, Associate Professor, Chemical and Environmental Engineering, UC Riverside

Nancy Tanaka, Executive Director, Academic Personnel, UC Office of the President

Matt Xavier, Data Coordinator, Academic Personnel, UC Office of the President

## 2.6 October 25, 2013 Roundtable Four Planning Committee

The Planning Committee initially convened in May 2013 to begin planning for the October 2013 Roundtable Four at UC San Diego.

### October 25, 2013 Roundtable Four Planning Committee Members:

Susan Carlson, PI, Vice Provost, Academic Personnel, UC Office of the President

Jeanne Ferrante, Associate Vice Chancellor, Faculty Equity; Prof. Computer Science and Engineering, UC San Diego

Kristina Larsen, Assistant Vice Chancellor, Academic Personnel, UC San Diego

Kit Pogliano, Professor of Biology, UC San Diego

Jeff Rimmel, Prof. of Mathematics, Associate Dean for the Physical Sciences, Faculty Equity Advisor, UC San Diego

Emily E. Roxworthy, Prof. of Theater, Vice Chair Academic Senate Committee on Diversity and Equity, UC San Diego

Nancy Tanaka, Executive Director, Academic Personnel, UC Office of the President

Matt Xavier, Data Coordinator, Academic Personnel, UC Office of the President

Linda Petersen, ADVANCE PAID Project Manager, UC Office of the President

Michelle Riley, ADVANCE Program Coordinator, UC Davis

## 3.0 Other UC ADVANCE Programs

Currently, in addition to UC ADVANCE PAID, there are six additional ADVANCE programs in existence throughout UC (see below for details). As the core mission of each program is closely related to UC ADVANCE PAID, a representative from each of the six other ADVANCE programs serves as a member of our Steering Committee, providing an avenue for mutual reporting and integration of shared research.

- **Tools for CHANGE: Stepping Up Retention of Women in the Academic STEM Pipeline**  
Location: UC Berkeley and UC Hastings  
PIs: Drs. Mary Ann Mason and Joan Williams  
<http://toolsforchangeinstem.org>
- **Institutional Transformation to Build and Sustain a Diverse Community of Innovative STEM Scholars**  
Location: UC Davis  
PI: Dr. Linda Katehi  
<http://ucd-advance.ucdavis.edu/>
- **UCI ADVANCE Program for Equity and Diversity**  
Location: UC Irvine  
Director: Dr. Douglas M. Haynes  
<http://advance.uci.edu>
- **Catalyst GROW-STEM: Gaining Representation of Women (GROW) – Systematically Transforming Excellence in Merced (STEM)**  
Location: UC Merced  
PI: Dr. David Ojcius
- **Moving Forward for Women in STEM Fields at UCR and Beyond**  
Location: UC Riverside  
PI: Dr. Yolanda Moses  
<http://diversity.ucr.edu/paid>
- **Different Trajectories: A Longitudinal Study of Organizational and Departmental Factors Leading to Gender and Race Differences in STEM Faculty Advancement, Pay and Persistence**  
Location: UC San Diego  
PIs: Drs. Mary Blair-Loy and Jeanne Ferrante  
<http://crgp.ucsd.edu>

## E. APPENDICES

Appendix A. Budget

Appendix B. October 2012 Roundtable Agenda

Appendix C. February 2013 Data Seminar Agenda

Appendix D. April 2013 Roundtable Agenda

**APPENDIX A. Budget**

**UC ADVANCE PAID Budget Summary, FY 2012-14  
NSF Award, Expenditures and Remaining Balance**

	<b>2011 - 2014 APPROPRIATION</b>	<b>EXPENDITURES 2011 - 2012</b>	<b>EXPENDITURES 2012 - 2013</b>	<b>BALANCE REMAINING FOR 2013 - 2014</b>
<b>Employee Salaries</b>	\$113,119.00	\$18,693.44	\$27,874.76	\$66,550.80
<b>Employee Benefits</b>	\$29,437.00	\$7,373.96	\$11,517.33	\$10,545.71
<b>Evaluator*</b>	\$57,794.00		\$59,695.00	-\$1,901.00
<b>Participant Travel</b>	\$53,107.00	\$6,600.43	\$20,709.54	\$46,506.57
<b>AV/UCTV/Website/Supplies</b>	\$20,871.00	\$10,013.39	\$26,158.33	-\$15,300.72
<b>Indirect Costs</b>	\$47,779.00	\$6,449.29	\$15,366.66	\$25,963.05
<b>TOTALS</b>	<b>\$322,107.00</b>	<b>\$49,130.51</b>	<b>\$161,321.62</b>	<b>\$132,364.41</b>

\* Evaluator cost for entire 3-year period liened.

**“Building Capacity for Institutional Transformation in the Twenty-First Century:  
Women of Color in STEM and SBS Fields”**

UC ADVANCE PAID Roundtable, UC Irvine Student Center, Doheny Beach Room  
October 17, 2012

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**Goals of the Roundtable:** (1) Provide a context for Institutional Transformation; (2) Equip faculty, administrators and graduate student leaders to be agents on behalf of Institutional Transformation; (3) Improve the recruitment of and climate for women of color in STEM [Science, Technology, Engineering and Mathematics] and SBS [Social and Behavioral Sciences] fields.

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## AGENDA

**8:45 - 9:15 a.m.**      **Registration & Continental Breakfast**

**9:15 - 9:30 a.m.**

**Welcome Remarks**

*Michael Drake*, Chancellor, UC Irvine

**UC’s Commitment to an Excellent Faculty**

*Aimée Dorr*, Provost and Executive Vice President, Academic Affairs, UCOP

**Overview and Goals for the Day** [Doheny Beach Room]

*Susan Carlson*, Vice Provost, Academic Personnel, UCOP

**9:30 - 10:00 a.m.**

**Setting the UC Context for Issues of the Double Bind**

*Yolanda Moses*, Associate Vice Chancellor for Diversity, Excellence and Equity & Professor of Anthropology, UC Riverside

Dr. Moses will analyze UC faculty diversity in the context of key research studies on women of color in STEM.

**10:00 - 10:15 a.m.**

**Break and Transition to Concurrent Sessions**

**10:15 - 11:00 a.m.**

**Concurrent Breakout Sessions**

**Session A: The Double Bind in Engineering and Computer Science**

[Doheny Beach Room]

*Moderator: Jeanne Ferrante*, Associate Vice Chancellor for Faculty Equity, Associate Dean of the Jacobs School of Engineering & Professor of Computer Science and Engineering, UC San Diego

*Gregory Washington*, Dean of Henry Samueli School of Engineering & Professor of Mechanical Engineering, UC Irvine

*Carroll Seron*, Chair & Professor of Criminology, Law & Society and Sociology and Law, UC Irvine

Panelists will review research and data on the ways in which race and gender play into recruitment and retention of Engineering and Computer Science faculty and students.



## APPENDIX B. October 2012 Roundtable Agenda

10:15 - 11:00 a.m.

### **Session B: Advancing Diversity in the Social & Behavioral Sciences**

[Emerald Bay C Room]

*Moderator: Mary Blair-Loy*, Founding Director, Center for Research on Gender in the Professions & Associate Professor, Department of Sociology, UC San Diego

*Barbara Doshier*, Dean of School of Social Sciences & Professor of Cognitive Sciences, UC Irvine

*Valerie Jenness*, Dean of the School of Social Ecology & Professor of Criminology, Law & Society, Sociology, and Nursing Science, UC Irvine

While social and behavioral sciences faculty often study race and gender, cultures and practices in these disciplines are also affected by faculty demographics.

11:15 - 11:45 a.m.

### **Key Issues, Questions and Solutions**

[Doheny Beach Room]

*Moderator: Herbie Lee*, Vice Provost for Academic Affairs, Campus Diversity Officer for Faculty & Professor of Applied Mathematics & Statistics, UC Santa Cruz

Attendees of Sessions A and B will reconvene. Dr. Lee will lead a discussion to synthesize the morning's presentations. Attendees will identify key issues at UC as well as discipline-based advantages and hurdles.

11:45 - 12:30 p.m.

**Lunch** [Doheny Beach Patio]

12:30 - 2:00 p.m.

### **Keynote Address: What Does Science Tell Us About Broadening the Participation of Women of Color in STEM/SBS Fields?**

*Moderator: Douglas Haynes*, Director of UC ADVANCE Program & Associate Professor of History, UC Irvine

*Cecilia Conrad*, Vice President for Academic Affairs, Dean of the College & Stedman-Sumner Professor of Economics, Pomona College

2:00 - 2:30 p.m.

### **Break. Network with Colleagues and Preview a Video on the Double Bind**

[Emerald Bay C Room]

*Mary Ann Mason*, Professor and Co-Director of the Earl Warren Center for Law and Social Policy at the UC Berkeley School of Law

Dr. Mason will present a preview of "Double Jeopardy," a "workshop-in-a-box" designed for attendees to take back to disciplinary colleagues to introduce them to the issues that under-represented minority women face in academia.

**Remaining afternoon sessions (2:30 - 4:30 p.m.) will take place in the Doheny Beach Room.**

## APPENDIX B. October 2012 Roundtable Agenda

(Agenda, cont'd)

- 2:30 - 3:30 p.m. Building a Diverse Future for the Biological Sciences**
- Moderator: Ram Seshadri, Associate Director of the Materials Research Lab & Professor of Materials, Chemistry & Biochemistry, UC Santa Barbara*
- Albert Bennett, Dean of School of Biological Sciences & Professor, Ecology and Evolutionary Biology, UC Irvine*
- Diane O'Dowd, Department Chair & Professor of Developmental and Cell Biology, UC Irvine*
- Luis Mota-Bravo, Director, Outreach, Research Training and Minority Science Programs, UC Irvine*
- Panel will analyze the double bind in the biological sciences, assessing the pipeline and the potential for building a more diverse faculty.
- 3:30 - 4:15 p.m. Remaking the Climate for Graduate Education: DECADE**
- Moderator: Linda Sax, Professor of Education, Graduate School of Education and Information Studies, UC Los Angeles*
- Frances Leslie, Dean of Graduate Division & Professor of Pharmacology and Anatomy & Neurobiology, UC Irvine*
- Susan Coutin, Associate Dean of Graduate Division & Professor of Criminology, Law & Society and Anthropology, UC Irvine*
- With Marina Corrales and Kelly Ward, Ph.D. students, School of Education, UCI.*
- Panel will focus on UCI's DECADE program, designed to create a welcoming climate for a diverse graduate population in STEM.
- 4:15 - 4:30 p.m. Designing Next Steps in Dealing with the Double Bind in UC STEM and SBS Disciplines**
- Susan Carlson, Vice Provost, Academic Personnel, UCOP & Professor of English, UC Davis*
- Douglas Haynes, Director of ADVANCE Program & Associate Professor of History, UC Irvine*
- Attendees will discuss best ways to integrate the day's findings and strategies into department and campus practices and cultures.

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### SAVE THESE DATES

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- [Roundtable 3: "Cross-Campus Mentoring for URM STEM Faculty"](#)  
Wednesday, April 10, 2013 - UC Riverside
- [Roundtable 4: "Evaluating and Rewarding Contributions to Diversity in Hiring and Academic Reviews"](#)  
Fall 2013 - UC San Diego
- [Roundtable 5: "Workplace Climate: Assessments and Interventions to Improve Diversity Among STEM Faculty"](#)  
Spring 2014 - UC Davis



# Increasing UC's Faculty Diversity Through Comprehensive Data Collection and Recruitment Practices

## AGENDA

*Goals: To explore and analyze new data and developments in UC faculty recruitment data, and to build consensus for adopting most effective practices in data collection.*

- 9:00 – 9:30 a.m. Continental Breakfast**
- 9:30 – 9:40 a.m. Welcome/Goals for the Day**  
*Susan Carlson, Vice Provost, Academic Personnel, UCOP; Professor, UC Davis; and Principal Investigator, UC ADVANCE PAID*
- 9:40 – 10:10 a.m. Updates: UC Recruit Governance Board Processes, Progress of the Data Group, and New Methodology for Defining International Faculty**  
*Nancy Tanaka, Executive Director, Academic Personnel, UCOP*  
*Matthew Xavier, Data Coordinator, Academic Personnel, UCOP*  
*Janet Lockwood, Manager, Academic Policy and Compensation, Academic Personnel, UCOP*
- 10:10 – 11:35 a.m. New Methodologies for Gathering and Collecting Data to Enhance Faculty Diversity**  
Analyzing the Effectiveness of the UC Faculty Recruitment Practices in Regards to Diversity— *Marc Goulden, Program Evaluator; and Director, Data Initiatives, Faculty Equity and Welfare, UC Berkeley*  
  
UCSC Faculty Retention Survey — *Herbie Lee, Vice Provost for Academic Affairs; Campus Diversity Officer for Faculty; and Professor, UC Santa Cruz*
- 11:35 – 12:00 p.m. Group Discussion on Morning Presentation Topics**  
*Facilitated by Anna Everett, Acting Associate Vice Chancellor of Diversity, Equity and Academic Policy; Professor and Director of Graduate Studies, UC Santa Barbara*
- 12:00 – 12:45 p.m. Lunch**
- 12:45 – 1:00 p.m. UC Recruit System Enhancements**  
*Max Garrick, Project Manager, Office of Information Technology, UC Irvine*
- 1:00 – 1:45 p.m. From Research to Practice; Faculty Search Briefings at UCLA**  
*Susan Drange Lee, Director, Faculty Diversity & Development, UC Los Angeles*
- 1:45 – 2:30 p.m. 2011-12 University of California Faculty Search Data Results**  
*Matthew Xavier, Data Coordinator, Academic Personnel, UCOP*
- 2:30 – 3:15 p.m. Group Discussion on Afternoon Presentation Topics**  
*Facilitated by Kimberlee Shauman, Associate Professor, UC Davis*
- 3:15 – 3:30 p.m. Wrap-up**



## Mentoring Faculty in an Inclusive Climate: Supporting Women and URM STEM Faculty at UC

**Goals of the Roundtable:** (1) To understand the particular mentoring needs for women and underrepresented minority faculty in STEM; (2) To learn about a mosaic of mentoring models fitted to various career stages in STEM fields (postdocs, assistant professors, mid-career faculty) and provide UC campuses relevant research and models to build effective mentoring programs; (3) To share successes and to identify gaps in current UC mentoring efforts; (4) To establish mentoring as a tool for dealing with retention and climate issues in STEM departments, clarifying that effective mentoring benefits senior as well as junior faculty.

### AGENDA

- 9:00 - 9:30 a.m.**      **Registration and Continental Breakfast** (*Winston Chung Hall, Rooms 205/206*)
- 9:30 - 9:45 a.m.**      **Welcome and Research Context for the Day**  
*Dallas Rabenstein*, Executive Vice Chancellor and Provost, UC Riverside  
*Susan Carlson*, Vice Provost for Academic Personnel, UC Office of the President  
*Yolanda Moses*, Associate Vice Chancellor for Diversity, Excellence and Equity and Professor of Anthropology, UC Riverside
- 9:45 - 10:45 a.m.**      **Keynote Address: “The Importance of Mentoring Women and Minority Faculty at Every Career Stage: A National View”**  
*Introduction: Yolanda Moses*, Associate Vice Chancellor for Diversity, Excellence and Equity and Professor of Anthropology, UC Riverside  
*Shirley Malcom*, Head, Education and Human Resources, American Association for the Advancement of Science
- 10:45 - 11:00 a.m.**      **Break** (*light refreshments*)
- 11:00 - 11:15 a.m.**      **Active Learning Session: Who Mentored You?**  
*Bradley Hyman*, Professor and Chair of Biology, UC Riverside
- 11:15 a.m - 12:15 p.m.**      **Making a Successful Transition: What Do Future Faculty Need?**  
*Moderator: Leah Haimo*, Associate Dean of the Graduate Division, and Professor of Biology, UC Riverside  
*Sheila O’Rourke*, Director, President’s Postdoctoral Fellowship Program, UC Office of the President  
*Desiré Delia Whitmore*, Postdoc, Department of Chemistry, UC Berkeley  
*Roya Zandi*, Associate Professor of Physics, UC Riverside  
*Panelists will discuss the President’s Postdoctoral Fellowship Program and the impact that postdoc mentoring has had on fellows and on UC faculty.*

## APPENDIX D. April 2013 Roundtable Agenda

(Agenda, cont'd)

**12:15 - 1:00 p.m.**      **Lunch** (*Room 232 or Courtyard, depending on weather*)

**1:00 - 2:15 p.m.**      **We Want You Here: How Can We Help You Thrive?**

*Moderator: Wendy Ashmore, Professor of Anthropology, UC Riverside*

*Susan Drange Lee, Director, Office for Faculty Diversity, UC Los Angeles*

*Mitchell Feldman, Associate Vice Provost, Academic Affairs, Director of the UCSF Faculty Mentoring Program and Professor of Medicine, UC San Francisco*

*Faye Crosby, Provost, Cowell College and Professor of Psychology, UC Santa Cruz*

*Panelists will review research and data on goals, needs, challenges, and best practices in mentoring pre-tenure women and URM faculty in STEM.*

**2:15 - 2:30 p.m.**      **Break** (*light refreshments*)

**2:30 - 3:45 p.m.**      **How Can We Promote the Advancement and Success of Tenured Women Faculty?**

*Moderator: Sharon Walker, Associate Professor of Environmental Engineering and John Babbage Chair in Environmental Engineering, UC Riverside*

*Angelica Stacy, Associate Vice Provost for Faculty Equity and Professor of Chemistry, UC Berkeley*

*Linda Walling, Professor of Genetics, Botany and Plant Sciences, UC Riverside*

*Sang-Hee Lee, Associate Professor and Chair of Anthropology, UC Riverside*

*Panelists will discuss the distinct challenges facing mid-career women in STEM and related data in an effort to evaluate best practices in mentoring and programming.*

**3:45 - 4:30 p.m.**      **Active Learning Session: The Face of Mentoring is Diverse**

*Bradley Hyman, Professor and Chair of Biology, UC Riverside*

*Participants will develop ideas for enhancing mentoring on their UC campus, based on Roundtable conversations.*

**4:30-4:45 p.m.**      **Next Steps**

*Susan Carlson, Vice Provost for Academic Personnel, UC Office of the President*

*Yolanda Moses, Associate Vice Chancellor for Diversity, Excellence and Equity and Professor of Anthropology, UC Riverside*

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SAVE THESE DATES

- **ROUNDTABLE 4: "EVALUATING AND REWARDING CONTRIBUTIONS TO DIVERSITY IN HIRING AND ACADEMIC REVIEWS"**  
October 25, 2013 - UC San Diego
- **ROUNDTABLE 5: "WORKPLACE CLIMATE: ASSESSMENTS AND INTERVENTIONS TO IMPROVE DIVERSITY AMONG STEM FACULTY"**  
April 23, 2014 - UC Davis