

UCLA Council of Advisors: Providing Support Beyond the Department

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UCLA Diversity & Faculty Development

2007 UCLA Assistant Professor Survey

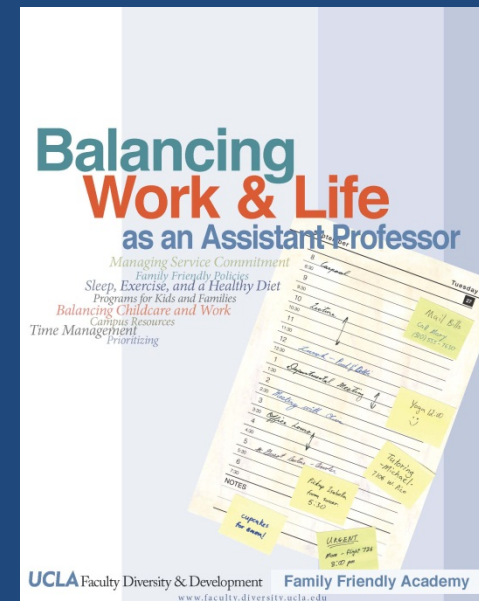
- **42%** did **NOT** have a mentor
- **56%** of those who did not have a mentor said they would like to have one
- In Physical Sciences only **25%** had a mentor
- **32%** said it would be helpful to have a mentor outside their department

UCLA Council of Advisors (COA)

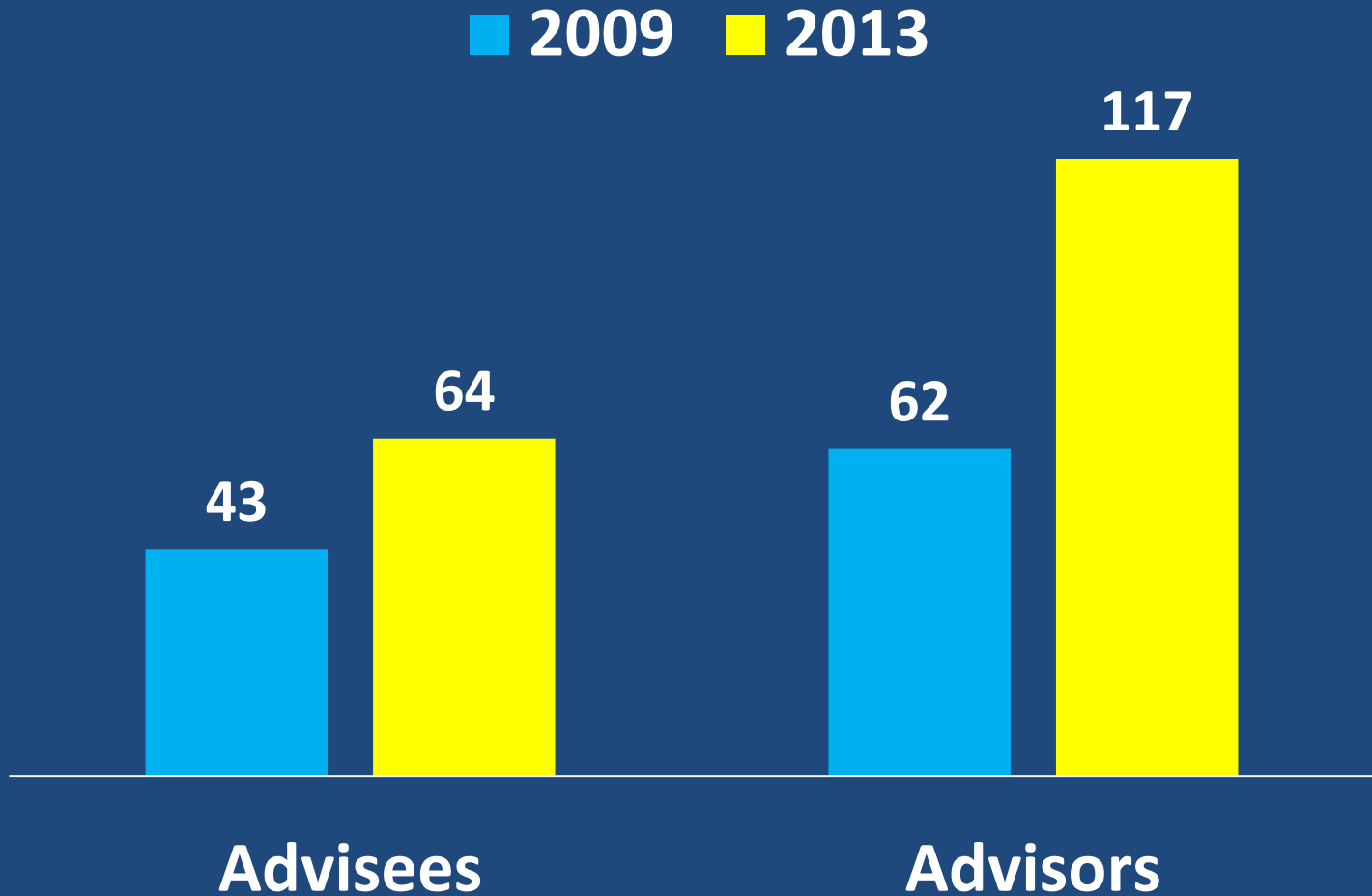
- **Program goal:** To provide career advice and guidance to assistant professors as they advance to the associate professorship
- **Intended as supplement to mentoring provided in department**
- Matches assistant professors with **1-2 full professors outside the department**, includes former members of CAP

Group Mentoring Luncheons

- Preparing for **Academic Personnel Review** (2x a year)
- **Balancing Work and Life** as an Assistant Professor

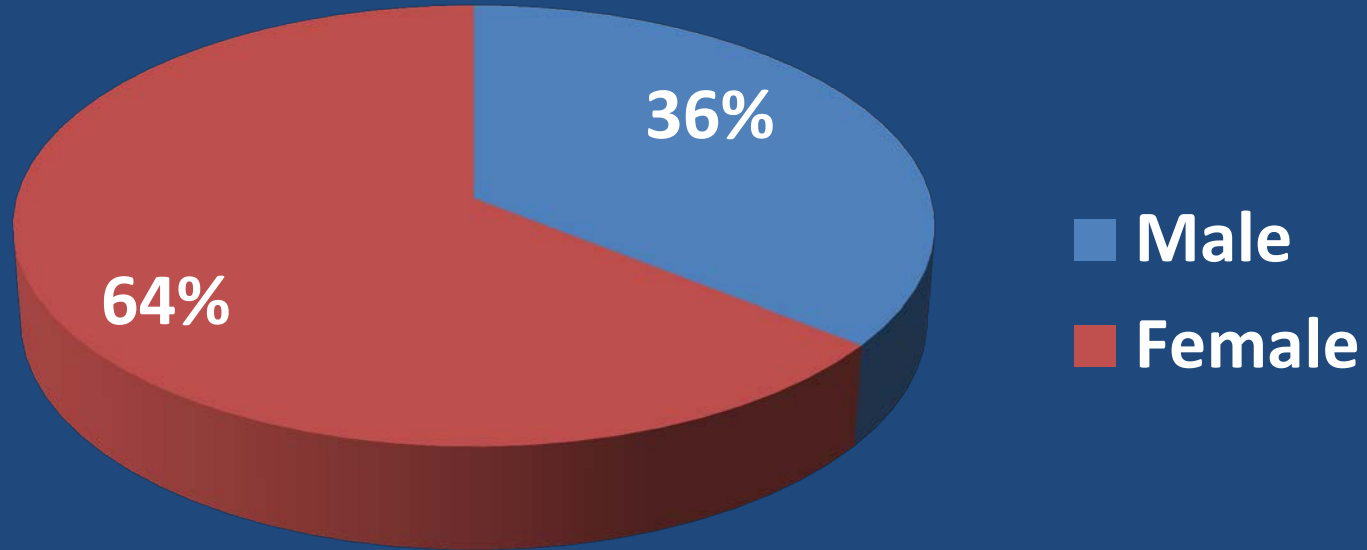


COA Program Growth 2009 - 2013



Advisee Participation 2009-2013

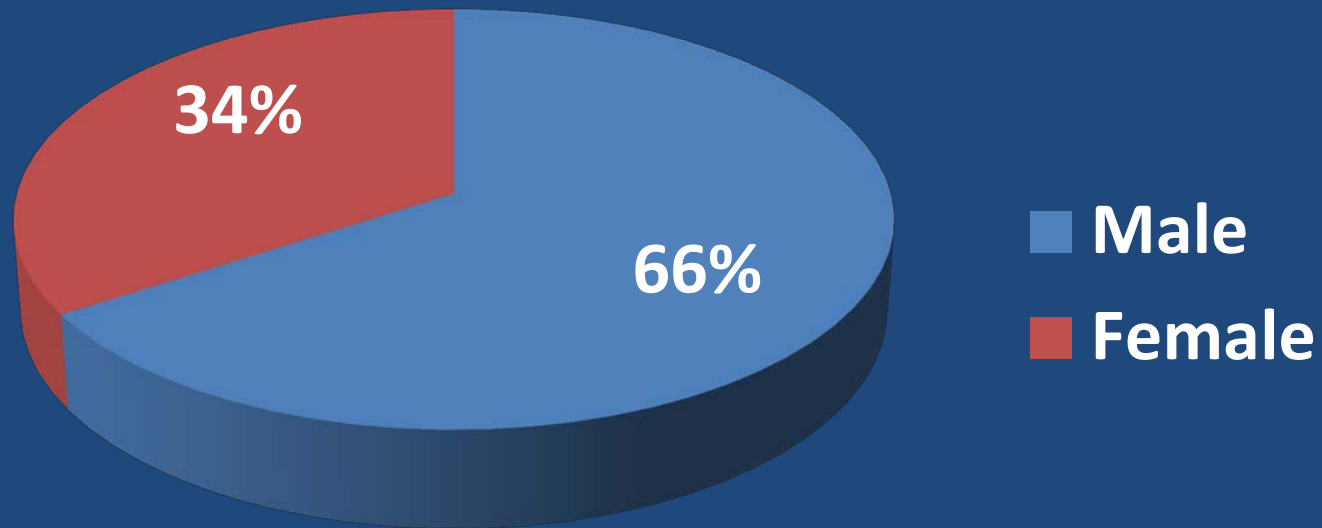
By Gender N= 98



Women are OVER-REPRESENTED in the Council of Advisors
Asst. Prof. Campus statistics are 40% Women and 60% Men

Advisor Participation 2009-2013

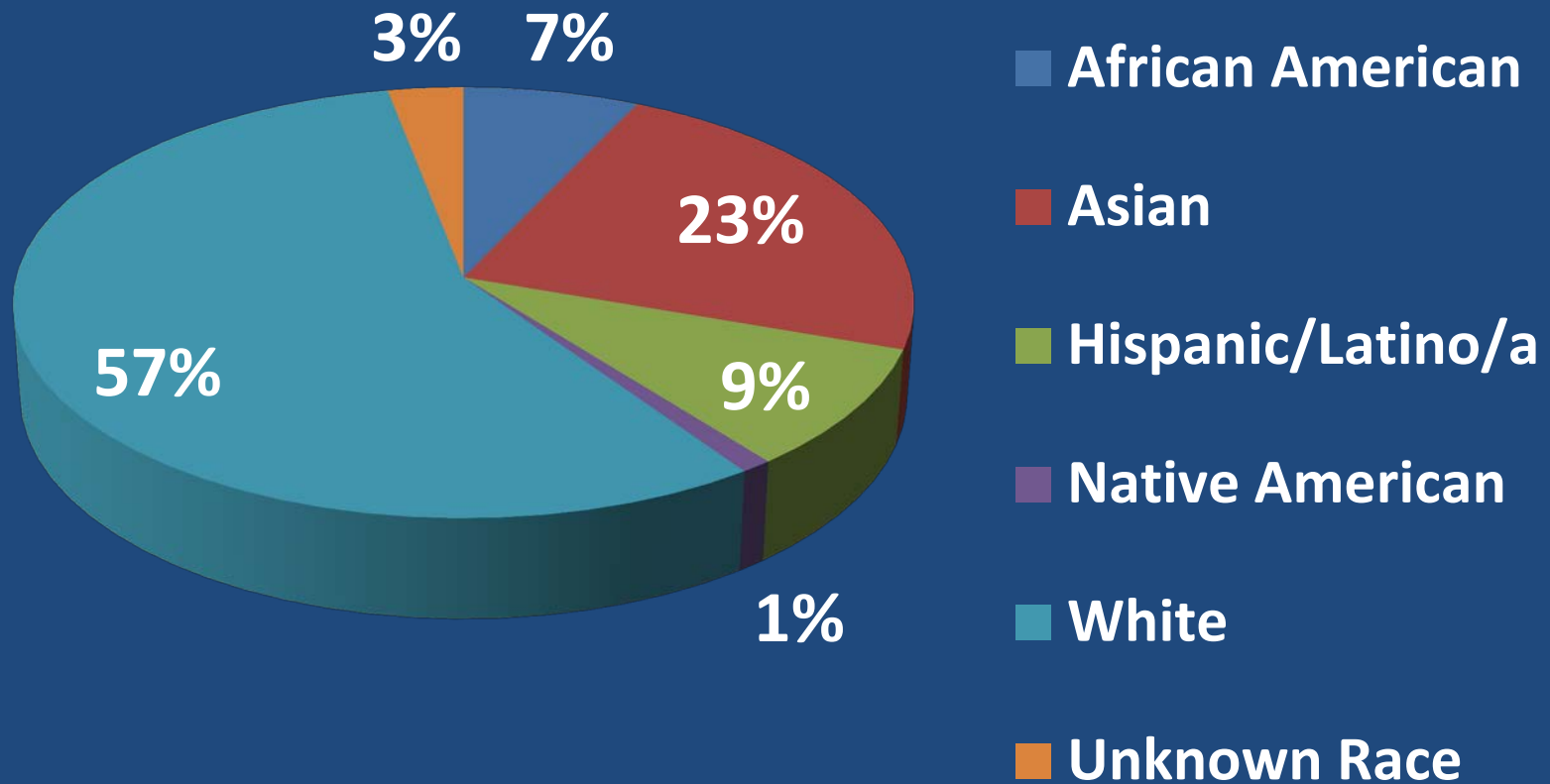
By Gender N=133



Women are OVER-REPRESENTED in the Council of Advisors
Full Professor Campus statistics are 25% Women and 75% Men

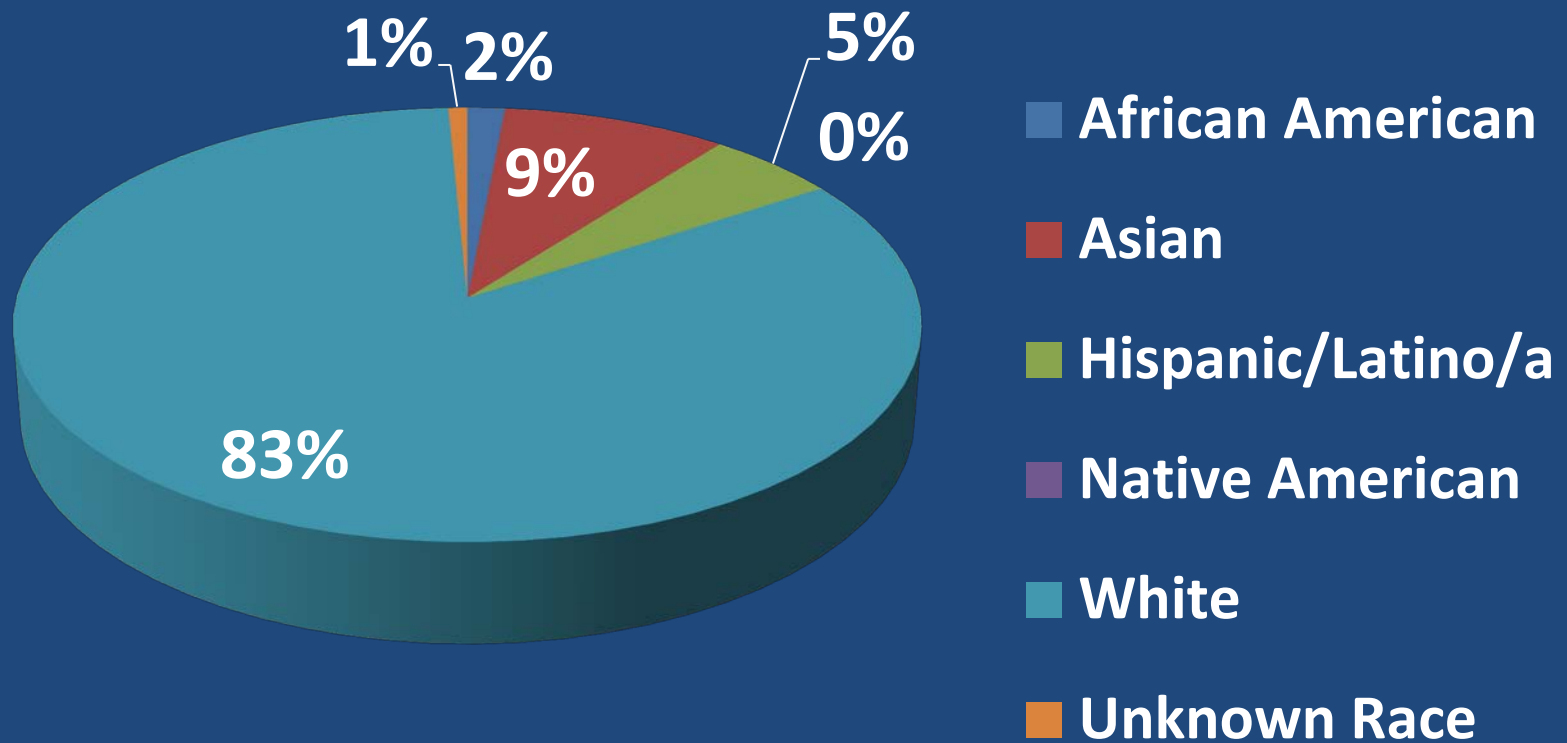
Advisee Participation 2009-2013

Race/Ethnicity N=98



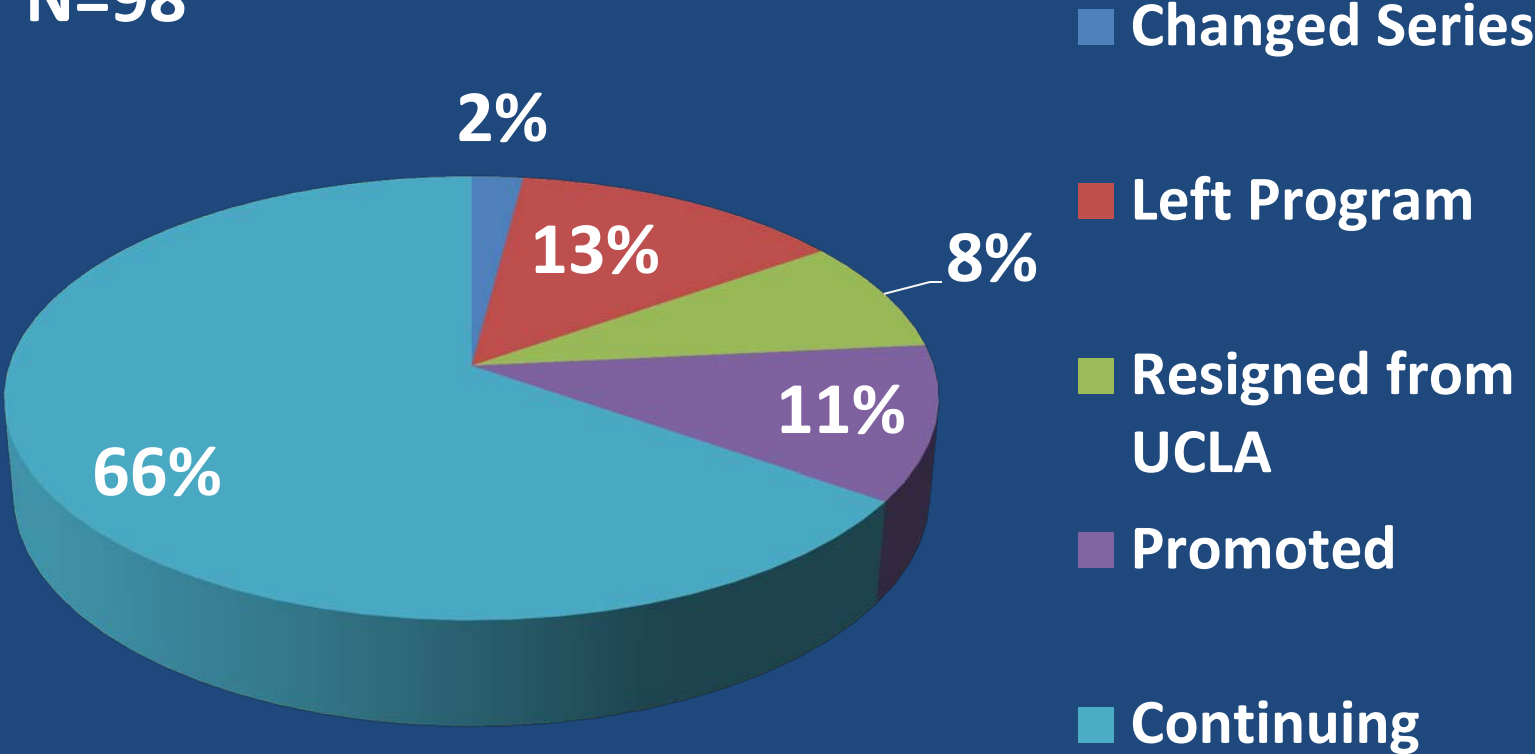
Advisor Participation 2009-2013

Race/Ethnicity N= 133



Status of Advisees 2009 - 2013

N=98



2013 COA Advisee Survey

51 % response rate

76% Female, 24% Male

69% White

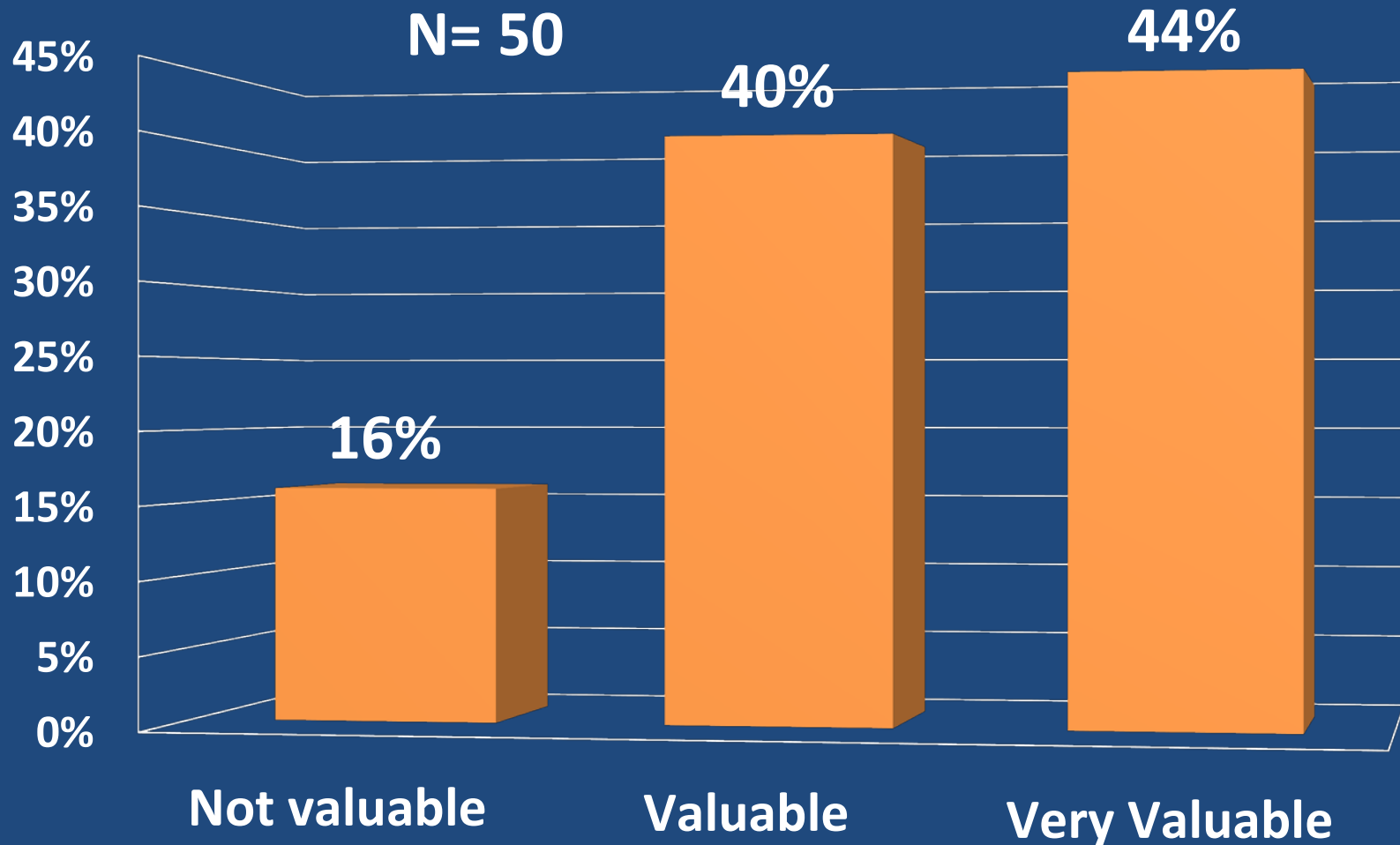
20% Asian

13% African American

4% Hispanic/Latino/a

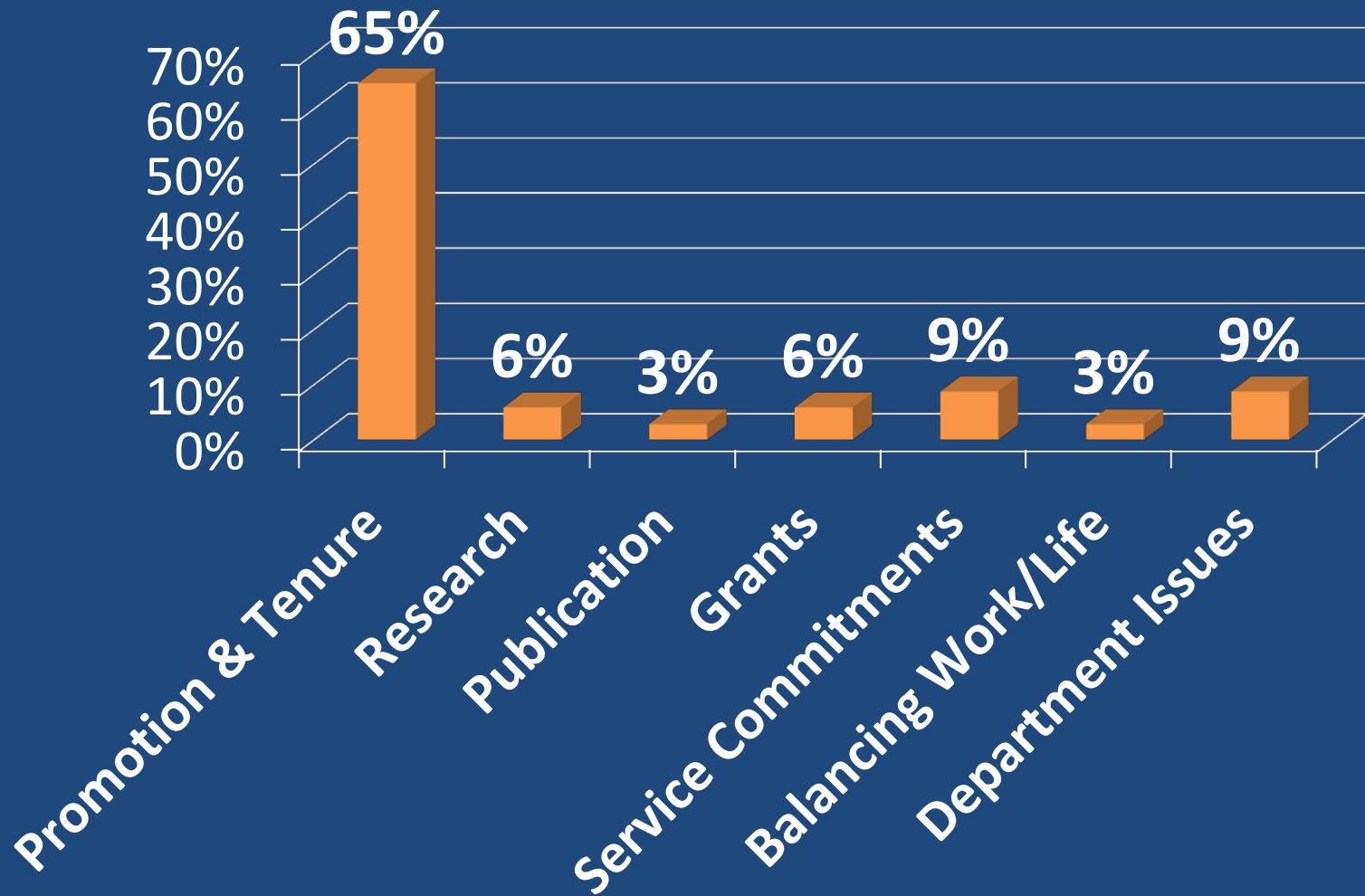
2% Native American

How Valuable Has Your Participation in the COA Been For You? (Advisee)

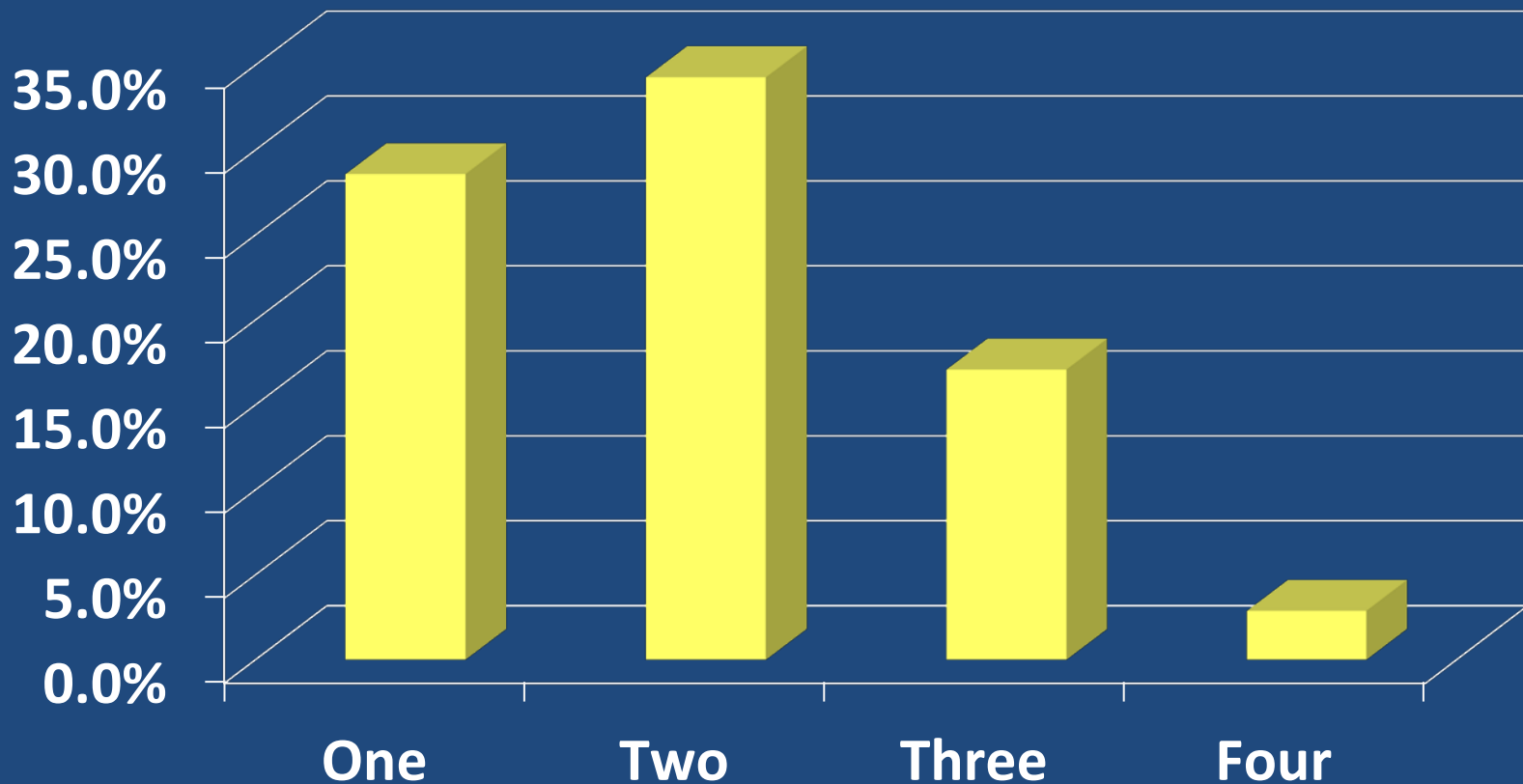


Most Valuable Topic Discussed

N=34



Frequency of In-Person Meetings with COA Advisor per Academic Year



78% Felt the number of meetings was “About Right”
58% also receive some advisement via email

Departmental Mentoring

- **2013 COA Feedback – Do you have a departmental mentor?**
 - Yes 74%
 - No 27%
- **2007 Assistant Professor Survey % who had a Mentor:**
 - Life Sciences 75%
 - Engineering 62%
 - Social Science 50%
 - Physical Science 25%

Challenges

- **Matching Process**
 - Time consuming
 - Demographic matching
 - Field Issues
- **Quality of Advisors - Unknown**
- **Obtaining Feedback and Follow-up**

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