

UC ADVANCE PAID

UC ADVANCE PAID, a program sponsored by UC Office of the President and the National Science Foundation (NSF), leverages the ten-campus structure at the University of California to enable campuses to recruit, retain, and advance more women and underrepresented minority women faculty in the fields of science, technology, engineering, and mathematics (STEM). Through innovative data collection and the strengthening of cross-campus networks, the program has established STEM recruitment and retention as a standard part of University diversity conversations.



April 2013 ADVANCE PAID Roundtable, UC Riverside.

PROGRAM FEATURES

- ADVANCE PAID collects and aggregates data on faculty recruitment that are transportable not only across the ten UC campuses, but potentially across broader subsets of universities or disciplines.
- The Research Scholars Advisory Board, composed of UC faculty with research expertise in relevant program design and data analysis, ensures that program elements are research-based.
- The program webpage archives numerous video-taped presentations, Powerpoint slides, systemwide faculty data, and summary reports. See more at: www.ucop.edu/ucadvance/events/past-events/

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ADVANCE PAID



Meeting the California Challenge

Photo: Karin Higgins/UC Davis.

THE CALIFORNIA CHALLENGE

UC ADVANCE PAID is an initiative to bring the University's faculty make-up into closer alignment with the diverse population of California, and to lead national progress in such efforts among research universities. With over 3,700 STEM faculty, UC has constant opportunities to attract the accomplished faculty who will drive innovation in the 21st century.

ROUNDTABLE SERIES

The program's "California Challenge" series of five Roundtables has brought faculty, academic administrators, and subject-matter experts together for biannual meetings since 2012. Each event focuses on a specific theme that allows UC to enhance prior and ongoing ADVANCE projects, as well as other campus-based diversity initiatives, research, and successes. Past Roundtables have focused on building research-based data collection in faculty recruitment; understanding the "double bind"—particular challenges faced by women faculty of color; the faculty system of review and advancement; and best models for mentoring faculty. The final Roundtable will examine the issue of workplace climate and its impact on the recruitment, retention, and success of diverse faculty. ucop.edu/ucadvance/events

RECRUITMENT DATA ANALYSIS PROJECT

Using UC Recruit, the web-based recruitment tool now running live on all ten campuses, ADVANCE PAID collects and analyzes demographic information on faculty searches to determine which disciplines and departments are finding ways to capitalize on the diversity of their applicant pools. This project enables the University to identify practices that lead to hiring the best STEM faculty, and will be the basis of future research.

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ADVANCE INITIATIVES ON OTHER CAMPUSES

UC IRVINE

ADVANCE Program for Equity and Diversity

The mission of UCI ADVANCE is to promote an inclusive culture for faculty and graduate student excellence. A dedicated team of faculty equity advisors and graduate program mentors carry out this mission in the 11 general campus schools. This distinctive model of peer-to-peer collaboration is designed to advance excellence through an intentional commitment to equity and diversity in areas that are critical to the current faculty and professoriate of the future. advance.uci.edu

UC BERKELEY AND UC HASTINGS

Tools for CHANGE: Stepping Up Retention of Women in the Academic STEM Pipeline

Tools for Change will provide solid economic data to compare the costs of implementing best-practice policies with the costs of a "leaky" pipeline; disseminate knowledge about the kind of challenges faced by women of color in STEM that are different from those faced by white women; build "workshops-in-a-box" that can be used at institutions and meetings across the country; and disseminate survey protocols and trainings already developed by UC's Faculty Family Friendly Edge and the Center for Worklife Law. toolsforchangeinstem.org

UC RIVERSIDE

Moving Forward for Women in STEM Fields at UCR and Beyond

With support from NSF PAID, UCR has established the FORWARD (Faculty Organization for Women's Advancement, Recognition and Development) program, which promotes the professional advancement of women STEM faculty, particularly women faculty of color, at UC Riverside, as well as throughout the UC system, California State University, and California Community Colleges. The specific objectives of the program are to develop a database to inform decisions regarding recruitment and retention of women faculty; convene an annual retreat and relevant activities to provide leadership and professional development; and conduct a series of workshops targeted toward the unique interests of women of color. diversity.ucr.edu/paid

UC MERCED

UC Merced ADVANCE / IT Catalyst GROWSTEM: Gaining Representation of Women (GROW) – Systematically Transforming Excellence in Merced (STEM)

From 2010-13, the UC Merced project had three aims: collect baseline data on the status of women in STEM fields at UC Merced, including identification of specific barriers to their recruitment, retention, and advancement; collaborate with other exemplary campuses to identify best practices that have the potential to improve the climate for women STEM faculty at UC Merced; and develop a data-driven plan to improve the work climate for women STEM faculty at UC Merced and increase the numbers and diversity of faculty in STEM fields.

UC SAN DIEGO

Different Trajectories: A Longitudinal Study of Organizational and Departmental Factors Leading To Gender and Race Differences in STEM Faculty Advancement, Pay and Persistence

Principal Investigators are conducting a longitudinal study about how disadvantages for women, minorities, and LGBT (lesbian, gay, bisexual, and transgender) faculty in STEM fields accrue over time. They analyze how individual, departmental, and disciplinary factors translate into inequalities in salaries, advancement, productivity, and sense of conflict between work and family. The research question is how gender and racial inequality is created, reproduced, and redressed. crgp.ucsd.edu

UC DAVIS

Institutional Transformation to Build and Sustain a Diverse Community of Innovative STEM Scholars

The UC Davis ADVANCE program is rooted in the premise that multiple perspectives from both gender and cultural diversity can increase UC Davis' contributions to STEM research. A key goal of the early phase of the project will be a national survey of Latina doctoral students to measure their career choices and perceptions of academic versus nonacademic careers. The program will establish CAMPOS (the Center for Advancing Multicultural Perspectives on Science), a new campus hub for scholarly and cultural interaction among STEM scholars on campus. ucd-advance.ucdavis.edu/