



OFFICE OF THE VICE PROVOST -  
ACADEMIC PERSONNEL AND PROGRAMS

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To: Chancellors  
Executive Vice Chancellors/Provosts  
Academic Council Chair Steintrager

From: Douglas M. Haynes, Vice Provost for Academic Personnel and Programs

Subject: Advancing Faculty Diversity projects and plans, 2023-24

I am pleased to announce eight new Advancing Faculty Diversity (AFD) program awards for FY2023-24: three for recruitment projects and five for improved climate projects.

Now in its eighth year, AFD serves as the University of California's primary research and development engine for faculty diversity. Drawing on evidence-based best practices and opportunities for local innovation, campuses are annually invited to submit a limited number of proposals for campus-based or inter-campus faculty recruitment as well as retention and climate projects. The review committee included representatives from the academic senate, faculty, and academic leaders. Totally \$2.6 million, the funded projects rose to the top of a competitive pool of submissions. Grounded in peer-to-peer engagement, they seek to transform the professoriate across fields and disciplines. The support from campus leaders was particularly gratifying.

***Recruitment Projects.*** Three projects were funded for a total of \$1,499,875.

**UC Berkeley: Advancing Faculty Diversity in the Arts & Humanities, \$499,928**

The Advancing Faculty Diversity in the Arts and Humanities project (AFDAH) instigates an intellectual paradigm shift across the nineteen departments in the Division of Arts & Humanities at UC Berkeley. This project builds significantly on existing divisional and campus commitments to diversity by hiring cross-departmental clusters of faculty whose research focuses on underrepresented areas of study, specifically: (1) Latinx Cultural Expression and (2) African/African Diasporic Literatures and the Rhetoric of Race. By focusing on faculty clusters, this project will foster a shared intellectual community in the service of long-term change. To set new faculty on a path to success, AFDAH includes: 1) a recruitment process using new tools, including clusters and PFP, to ensure that candidate pools are adequately diverse; 2) a mentorship program built upon benchmarks for success at Berkeley; 3) resources for faculty committed to

inclusive research, teaching, and mentorship; and 4) ongoing assessment and evaluation of impacts.

**UC Riverside: Using a Cluster Hire of Diversity-Invested Faculty to Integrate Biology and Social Justice Teaching, \$499,946**

UC Riverside (UCR), and the Evolution, Ecology and Organismal Biology (EEOB) department, has one of the most racially diverse student populations in the US. However, that is not the case for EEOB faculty. This is of particular concern as EEOB has disproportionate impacts on UCR students and its broader community. While the EEOB department has made progress in recent years by implementing diversity-focused best practices in hiring and improving its overall climate, with no faculty of color in the department currently, building a more diverse faculty from the ground up is difficult. This project plans to conduct a special cluster hire of three faculty that draws heavily on the Presidential Postdoctoral Fellows Program. Faculty retention and success will be supported by expert mentoring from an AFD-funded retention program. The additional capacity and expertise provided by these faculty will enable the department to develop an empowering and educational Biology in Society core curriculum and sustainable systems of evaluation.

**UC Santa Barbara: UCSB Benjamin Banneker Fellows Coordinated Hiring Initiative (Banneker Initiative), \$500,000**

Individual STEM departments at UCSB face challenges in recruiting and retaining Underrepresented (UR) faculty members, with very low numbers of Black, Latina/o/x, and Indigenous professors and lecturers. This is in contrast to high numbers of UR students who enroll at UCSB with aspirations to achieve STEM degrees. To address this challenge, UCSB proposes a multidisciplinary coordinated hiring initiative to hire and retain at least 10 faculty whose presence on campus will advance research in science and engineering and advance racial justice. Called the Benjamin Banneker Initiative, the program invokes the model of an eighteenth century Black natural scientist, mathematician, astronomer, and racial justice advocate to create a community of innovative faculty in STEM to advance new models of diversity and racial justice. Coordinated hiring efforts, along with other inclusive recruitment strategies, are known to result in higher numbers of UR applicants and eventual hires in STEM.

***Improved Climate and Retention Projects.*** Five projects were funded for a total of \$1,072,445.

**UC Berkeley | UC Davis | UCSF: DEIBlueprint+, \$250,000**

DEIBlueprint addresses department climate by creating an easy-to-use process - a blueprint! - that sets departments up for success in assessing and addressing

diversity, equity, inclusion, and belonging (DEIB); in short, department climate. Departments are often on their own, trying to implement initiatives from campus-wide surveys, fashioning original department climate surveys, analyzing their data, and creating action steps in response. This process is time-consuming, error-prone, and potentially uninformed by campus expertise. Since launching the pilot in 2021, DEIBlueprint has reached a critical juncture and a new stage of project development. There is momentum and growing need for a scale-up intervention project – DEIBlueprint+ – that is two-fold: This project will (1) augment the current Climate Toolkit and Question Bank with new innovations; and (2) create sustainability and institutionalization by intentionally linking DEIBlueprint to existing or new structures at each campus while creating materials and bringing together campuses across the UC system to discuss implementation of DEIBlueprint.

### **UC Irvine: UC Underrepresented Scholars Fellowship Program, \$175,000**

The UC Underrepresented Scholars Fellowship Program (UCHRI) is an intercampus faculty mentoring program run by the UC Humanities Research Institute, housed at UC Irvine, and serving the ten UC campuses. UCHRI's fellowship program pairs junior and mid-career applicants from the humanities and qualitative social sciences with their desired senior mentors from other UC campuses. In addition to providing mentorship training, the program facilitates monthly one-on-one meetings and provides quarterly professionalization workshops based on the needs and preferences of the group. They also bring mentors and mentees from all cohorts together for an annual in-person event in order to cultivate a community of mentoring practitioners throughout the system. UCHRI completed the second year of its pilot program in 2023. With AFD funding UCHRI seeks to double the size of the program to 12-15 mentee-mentor pairs per year (up from 6) while also providing systematic evaluation and programmatic oversight as well as additional professional development opportunities for all participants.

### **UC Irvine| UC Berkeley| UC Santa Barbara: The University of California Faculty Writing Initiative: Writing Communities to Improve Climate and Enhance Equity, Diversity, and Inclusion, \$249,421**

COVID-19 has disproportionately impacted faculty from underrepresented minority groups in academia, widening existing disparities. Writing communities represent a promising tool to re-engage faculty, build an inclusive climate, and give back to a group of faculty that has been particularly burdened. This project will capitalize on the strengths of three existing writing communities in the UC system - U See I Write at UC Irvine, Write to Unite at UC Santa Barbara, and FOCUS, a multi-campus initiative run out of UC Davis, to host multi-campus, multi-day faculty writing retreats involving Senate and non-Senate faculty from across the UC system. The project will also begin to build local writing communities at campuses across the UC system. Scaling the successes of these programs to the UC system while also beginning to build inclusive cross-campus

faculty communities promises to improve the work experience of all faculty, but in particular those from minoritized backgrounds.

**UC San Diego: A Cohort Model of Minoritized Faculty Engagement and Success, \$175,000**

The Principal Investigators of the three AFD-funded Cluster Hire Initiatives at UC San Diego and the Center for Faculty Diversity and Inclusion propose a cohort model for faculty retention grounded in principles of personalismo, familismo and colectivismo that will provide (1) practical career guidance, (2) opportunities for social engagement, (3) opportunities for community engagement, and (4) support for research and teaching activities. The UCSD project model includes new innovations for support as well as research-based practices for faculty retention. The project will pilot the AFD Cohort Success Coordinator position to serve as a guide, facilitator, and generator of resources, events, and systems of support. This cohort model of minoritized faculty engagement and success promises to provide sanctuary spaces for faculty of color, better connect scholars to campus resources, build colectivismo within and among the faculty cohorts and other UCSD faculty of color, and provide additional opportunities for professional growth and success.

**UCLA: Building Bespoke Research-based Interventions to Diversify Faculty, \$223,023.70**

The proposed multiple component project aims to improve the usefulness of research in building both university and department level interventions toward improving climate for hiring and retaining faculty of color, especially for departments that have failed to make progress in diversifying their faculty. To achieve these multiple goals, this three-year project seeks to conduct and apply research findings to design “bespoke” interventions, which specifically account for the unique differences in local context, circumstances, and audiences. This project includes four key components: (1) production of relevant research, (2) translation and communication of research findings for improving climate and hiring, (3) assessment of whether those lessons are evident in facilitating new interventions, and (4) fundraising through external grants to scale up promising aspects of the project to further advance research and practice. This project builds on past UCOP sponsored AFD projects and stands to improve institutional efforts to enhance faculty diversity by designing targeted strategies that help us better both produce relevant research for advancing faculty diversity and integrate those lessons into existing routines, tools, and processes.

A systemwide Program Advisory Group, coordinated by the Office of the President, will continue to guide and monitor the funded projects and the collection and analysis of data and metrics. Additionally, the annual AFD convening (to be held in Spring 2024) will continue to foster a sense of community among current and previous pilot project leaders, Advisory Group members, academic personnel leaders, campus chief diversity officers, and others working on issues of equity and inclusion throughout the system.

The Advancing Faculty Diversity program will also continue to track recruitments made through Recruitment awards to gather data on which search practices correlate with improved diversity in hiring. Campuses with Improved Climate and Retention awards have agreed to use the systemwide Faculty Retention and Exit Survey (or to share data they collect at the campus level with UCOP) so that we can better understand the key factors for faculty who decide to leave UC or to stay at UC.

Thanks to you and your colleagues for submitting such strong proposals and for supporting these efforts as we embark on year eight of this program. The strength of these proposals and of the pilots conducted over the past seven years affirms UC's leadership in this arena.

cc: President Drake  
Provost and Executive Vice President Newman  
Academic Council Vice Chair Cheung  
Vice President Maldonado  
Vice Provost and Vice President Gullatt  
Interim Associate Vice President Díaz  
Vice Provosts/Vice Chancellors for Academic Personnel/Academic Affairs  
Chief Diversity Officers  
Professor Arsuaga  
Professor Lynch  
Associate Vice President and Director Fullerton  
Associate Vice Provost Lee  
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