

Office of Campus Climate
Diversity, Equity and Inclusion (DEI) Grant Program
Grant Proposal Application Form
2018 – 2019

PROVIDE INFORMATION FOR ITEMS 1-15.

1. **Project Title**

Advancing Faculty Diversity: 2018 UC President's Postdoctoral Fellowship Symposium

2. **Project Manager (Person submitting the proposal)**

Professors Robin DeLugan and Tanya Golash-Boza

3. **Project Manager Email Address**

rdelugan@ucmerced.edu; tgolash-boza@ucmerced.edu

4. **What are you proposing to do and how will you do it?**

We are proposing a one-day University of California President's Postdoctoral Fellows Program (PPFP) Symposium to be held in October 2018 on the UC Merced campus. The PPFP is a University of California (UC) systemwide postdoctoral fellowship and hiring incentive focused on enhancing faculty diversity within the UC system. The purpose of this symposium is to increase awareness of this program, recruit PPFP fellows to UC Merced, and to enhance the diversity of the UC Merced tenure-track faculty.

5. **How will the program contribute to and enhance UC Merced's campus climate as a more equitable and inclusive place to study, research and work?**

(Successful proposals specifically describes and includes supporting data on how the program will contribute to and enhance UC Merced's campus climate as a more equitable and inclusive place to study, research and work and specifically includes one or more findings from documented climate surveys, findings or statistics. For more documentation on climate information, please visit: <http://diversity.ucmerced.edu/data-reports/2016-17>.)

A more diverse faculty will make UC Merced a more equitable and inclusive place for students. (See: <https://www.npr.org/sections/ed/2016/01/20/463190789/to-be-young-gifted-and-black-it-helps-to-have-a-black-teacher>). A more diverse faculty will also ease the burden on the relatively small number of under-represented faculty we have on campus, making the campus more equitable and inclusive.

This is a critical time for UC Merced to focus on enhancing the diversity of its faculty. The Provost is making plans to hire an additional 100 full-time faculty, the last big hiring pushes for the foreseeable future. We need to diversify the faculty and we need to do it now. UC Merced has a diverse student body – about half of our students are Latinx, 22% are Asian, and 5% are African American. Our faculty demographics do not reflect this diverse student population. Only 12% of our faculty are Latinx, 2.4% are African Americans, and less than 1% are Native American. (Data from: <https://www.universityofcalifornia.edu/infocenter/diversity-ucs-faculty-and-academic-appointees>). The PPFP provides an important avenue to address this disparity.

The express purpose of the PPFP program is to enhance the diversity of faculty in the UC system. According to data provided to us by the Director of the PPFP, over the past

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decade, just over 40% of these fellows have been hired into the UC system. Approximately 15% of last year’s faculty hires in the UC system who are members of under-represented groups were PFPF or Chancellor’s Fellows. We are hoping to increase these numbers by raising the visibility of the fellows and of the PFPF program by hosting a one-day Symposium at UC Merced.

The PFPF is a highly competitive fellowship program. In 2017, over 800 fellows applied for fellowships beginning in the Fall of 2018. Twelve of these applicants will be awarded PFPF Fellowships and an additional 15 or so will be awarded Chancellor’s Fellowships. Fellows are selected based on their contributions to diversity as well as their promise as potential UC faculty members. These fellowships give each postdoctoral fellow one or two years of fellowship time, allowing them to work with a mentor to develop and publish their research, which enhances their success on the job market and on the tenure track. Any fellow is also eligible for a hiring incentive – which amounts to an \$85,000 annual infusion of cash into the hiring UC campus for a period of five years. As of Fall 2018, there will be a total of about 50 fellows across the UC system, all of whom are eligible for the hiring incentive and all of whom contribute to diversity in important ways through their service, teaching and research– a central criteria of the PFPF. We would like to invite 8 of these fellows to UC Merced.

6. Describe how this project is a new, high impact, collaborative, experimental and/or sustainable approach to enhancing and/or addressing an area of campus climate.

(Proposal specifically describes a new, high impact, collaborative, experimental and/or sustainable approach to enhancing and/or addressing an area of campus climate.)

This project has the potential to be high-impact as it will address faculty diversity in a direct way. UC Merced will hire another 100 tenure-track faculty members over the next five years. We will have to make a very strong push for diversity in order for these 100 faculty hires to make a significant difference in our numbers of faculty. Hiring tenure-track faculty makes a huge and sustainable difference on our campus, as many of these faculty will remain at UC Merced for the remainder of their careers.

7. Describe the expected difference(s) the project will make on the issues addressed, the audience(s) it will serve, and the number of people it will affect.

(Proposals: (1) specifically describes the expected difference(s) the project will make on the issues addressed, the audience(s) it will serve, and the number of people it will affect and (2) specifically describes and includes supporting impact data from documented climate surveys, findings or statistics.)

The issue our proposal addresses is increasing faculty diversity at UCM. The expected differences this will make include: UCM will hire faculty through the PFPF program; the symposium will serve the broader campus community bringing diverse perspectives to campus. 2) UC Merced has a diverse student body – about half of our students are

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Latinx, 22% are Asian, and 5% are African American Our faculty demographics do not reflect this diverse student population. Only 12% of our faculty are Latinx, 2.4% are African Americans, and less than 1% are Native American. (Data from: <https://www.universityofcalifornia.edu/infocenter/diversity-ucs-faculty-and-academic-appointees>). The PFP provides an important avenue to address this disparity.

8. How will the project bring together two or more campus entities, advance mutual goals and/or share knowledge? Specifically identify how the project will be integrated into the activities of teaching, research or public service.

(Proposal specifically describes how the project will bring together two or more campus entities, advance mutual goals and/or share knowledge; and specifically identifies how the project will be integrated into the activities of teaching, research or public service.)

We are proposing a symposium that will raise the visibility of this program and encourage hiring units to hire PFP fellows. We will circulate a list of PFP and Chancellor’s fellows to Senate faculty in all three schools on campus in May 2018 and ask them to nominate fellows they would like to attend the Fall 2018 symposium. By reaching out to Senate faculty, we will ensure that there is faculty interest in the fellow before we invite them to campus. This invitation to nominate will itself raise the visibility of the program. Our hope is that this symposium will generate further interest in the program and encourage hiring units to consider hiring these fellows. This visit to the UCM campus will also serve as a recruitment mechanism, as the fellows will have the opportunity to meet our dynamic faculty, students and staff.

Once we have secured the nominations, we will select 8 fellows from a broad range of academic disciplines and invite them to campus. Once we have confirmed their attendance, we will organize them into two thematic panels – based on their broad research interests.

We will do broad outreach to faculty, staff, graduate students, and undergraduates to ensure ample attendance at our symposium.

This project is being coordinated by Tanya Golash-Boza (Sociology) and Robin DeLugan (Anthropology). It will bring together faculty and students from all three schools (SSHA, SoE, and SNS) and invited UC Presidential Postdoctoral Fellows from across the UC system. Because the fellows received their postdoctoral award on the basis of their past and present commitments to diversity, this creates a valuable opportunity to learn about their research and diversity commitments, to connect our campus community with a UC-wide program aimed at supporting diversity on our campuses. As such this event integrates a focus on how teaching, research and public service can support diversity goals. It provides an important venue for sharing ideas, networking, and potentially for attracting candidates to campus who represent excellent through their support of diversity, and who may be hired by UC Merced

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We will connect UC Merced faculty to the list of current UC Presidential Postdoctoral Fellows; and we will also conduct the outreach with the PFP fellows to coordinate their campus visit. We will also coordinate the campus event including extensive outreach to UC Merced faculty, students, and staff. We will follow up with faculty on campus to evaluate the extent that the event influenced thinking or decision-making as pertains to the value of the post-doctoral program to facilitate strategic next steps in faculty hiring connected to supporting diversity.

9. Describe the leadership, capacity and qualifications of the individual or group to implement the project.

(Proposal specifically describes the leadership, capacity and qualifications of the individual or group to implement the project and specifically describes how each individual will implement the components of the project. Project Managers are in good standing with the University.)

Professor Golash-Boza is a campus leader and champion regarding issues of increasing faculty diversity. She is also UCM's campus liaison to the PFP and a Faculty Equity Advisor. Professor DeLugan, a former PFP, has also been a strong campus voice for faculty diversity. We organized a similar event together two years ago.

10. Describe how likely the project is to be continued and incorporated or replicated by other organizations on campus and demonstrate why

(Demonstration of likelihood is supported with facts.)

This will be our second effort to organize this event on campus. Our first effort was in 2016-17 and was supported with resources from the Vice-Provost for Faculty's office. We can learn from and improve upon our first effort. While we did not evaluate the results of our first such project, if funded by DEI, we would also build in an assessment piece which could contribute to the project's sustainability, i.e. Did the event have a direct impact on faculty hiring? What kinds of networking or benefits resulted? Would conducting this event on a regular basis be valued by our campus community?

Project Timeline

August-early September 2018 Submit PFP program info and list of fellows to UCM Senate faculty in all three schools. Solicit nominations from faculty for fellows to invite.

Early-mid September 2018 Based on nominations select and invite 8 PFPs to campus from broadly represented disciplinary fields

August-September 2018 Organize one-day symposium for mid-late October 2018
Make travel arrangements for 8 fellows
Reserve symposium room/set-up
Event promotion

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Mid-late October Host event
Schedule for day of symposium
8 am Breakfast with campus leadership
9 am Coffee, snacks and mingling
9:45 am Introduction to the Symposium and to the PFP Program
10 am – noon: Panel 1
12-1:30 pm: Lunch
1-3 pm Panel 2
3 pm Coffee, snacks and mingling
3:30-5:30 Fellows can set up individual meetings with faculty on campus
6 pm Dinner with fellows and UCM Faculty

December 2018: Evaluate the success of the event and discuss next steps.

11. What are your project goals and expected outcomes?

Goal 1: Communicate the value of the post-doctoral program to facilitate strategic next steps in faculty hiring connected to supporting diversity.

Outcome 1: Faculty and leadership will see the value of the post-doctoral program for advancing faculty diversity

Goal 2: Introduce campus community (leadership, faculty, students, staff) to the stellar academic research of PFPs and learn from their efforts to support diversity within the UC system.

Outcome 2: Network campus community with PFPs for mutually beneficial exchange of information to advance faculty diversity and to learn from efforts to support diversity within the UC system.

Goal 3: UC Merced pursues the hiring of one or more PFP faculty thus advancing faculty diversity on campus

Outcome 3: UC Merced hires one or more PFP faculty

Goal 4: Evaluate the extent that this event (and by extension the PFP) is beneficial to UC Merced's efforts to advance faculty diversity

Outcome 4: Faculty and campus leadership communicate the benefit of the event (and by extension the PFP).

12. What is your definition of success? How will you measure it?

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One definition of success will be to increase awareness among UCM faculty and leadership of the benefits of the PFPF. A second definition of success will be that UCM hires PFPF fellows to advance our faculty diversity. A third definition of success will be the opportunity to network campus community to learn about PFPFs scholarship and their activities that support diversity at UC. We will follow up with faculty on campus to evaluate the extent that the event influenced thinking or decision-making as pertains to the value of the post-doctoral program to facilitate strategic next steps in faculty hiring connected to supporting diversity. Did the event have a direct impact on faculty hiring? What kinds of networking or benefits resulted? Would conducting this event on a regular basis be valued by our campus community?

13. What tools will you use to collect the data needed to measure the progress and success of each expected outcome? When will you use them?

We will survey faculty and participating campus leadership following the event.

14. Project sponsoring unit

(All projects must be sponsored by a UC Merced student organization, or campus department/ by-law unit, School or Graduate Group. The sponsoring unit is responsible for administering and reporting on funds. Project managers must be current UC Merced campus members. Project Managers are in good standing with the University. Budget Managers must be current UC Merced staff members.)

a. UCM Sponsor

(Sponsoring Group(s)/Unit(s)/Department(s)/Schools(s)/Graduate Groups)

School of Social Sciences, Humanities & Arts

b. Budget Manager

Christine Tumonong

c. Budget Manger Email Address

ctumonong@ucmerced.edu