New Faculty Orientation

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September 15, 2022
UCI and UC Commitments

UCI Strategic Plan: Bright Past, Brilliant Future

• Ensure that UCI’s educational opportunities are an engine for social mobility
• Build on our relationships with minority-serving institutions – including Historically Black Colleges and Universities, Hispanic Serving Institutions, and Asian American and Native American Pacific Islander Serving Institutions – to continue strengthening pipelines into our graduate and professional programs
• To increase enrollment of a diverse doctoral student population

2030 UC Goals

• closing graduation gaps for students from low-income families, students from underrepresented groups, and first-generation college students
• ensuring the California Dream is for everyone
• Growing Our Own: Advance faculty diversity and diversify PhD pathways

UC Office of the President commitment to faculty diversity and inclusion to achieve excellence
UCI is a Minority Serving Institution (MSI), designated as an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI) and as a Hispanic-Serving Institution (HSI). These federal designations align with UCI’s aspiration to be a national leader and global model of inclusive excellence. As a designated AANAPISI and HSI, UCI faculty, staff and students are eligible to apply for Minority-Serving Institution (MSI) grants, internships and partnerships.

https://inclusion.uci.edu/action-plan/msi/

URM = Underrepresented Minority (federal designation)
HSRU = Hispanic Serving Research Universities
Black Thriving Initiative

Black Thriving Starts With Leadership
• Michael V. Drake Drive established at UCI
• First Black chancellor of a general campus (2005-2014)
• First Black president of the University of California (2020-present)

Undergraduate Black Thriving Scholars Program
• $10K in gifts raised from campus and community members
• 10 Thriving Scholarships Awarded to Continuing Students

OC African American Alliance $10K Grant
for BTI-Beale Applied Innovation Student Start Up Fund for Entrepreneurship

Graduate Education
• School of Humanities enrolls record number of new Black graduate students in Black Studies cluster

Black Management Association: launched in 2021

inclusion.uci.edu/uci-black-thriving-initiative

Anti-Blackness in the United States courses
• 800 Participants and 4,000 hours of community learning

School of Medicine: LEAD-ABC
• Nation’s first program to develop physician-leaders trained to address the unique health care needs of African, Black and Caribbean communities
• Two consecutive years of record enrollment

Campus Term Chair Program: Black Thriving
• $500K Direct Investment over 3 Years
• 5 Term Chairs Awarded for Distinguished Contributions

Campus Black Thriving Cluster Hiring Program
• 10 Faculty Positions for Cluster Appointments
• Second consecutive year of double digit hiring of new Black faculty
Events and Activities

- **Institute for Equity, Diversity and Inclusion** (Sept 20)
- **President’s Postdoc (PPFP) Info Session** (Sept 22)
- **Educational Modules**
  - UCI as a Minority Thriving University
  - Wellness, Community, Public Safety
  - Anti-Blackness in the U.S. Modules
- **Latino Excellence and Achievement Awards Dinner** (LEAD)
- **SEA Change** *(AAAS: STEMM Equity Achievement)*
- Co-Sponsor & publicize many campus and community events
Award & Fellowship Programs

• **Dependent Care Travel Awards** (Oct 4, 2022; Jan 31, 2023; April 25, 2023)

• **Inclusive Excellence Spirit Awards** (Oct 31, 2022)

• **Nat’l Cntr for Faculty Development & Diversity (NCFDD) Faculty Success Program** (Sept 29, 2022+)

• **Advancing Faculty Diversity Grants** (UCOP, May 16, 2022)

Mentoring:

• **President’s Postdoctoral Fellowship Program** (UCOP, Nov 1, 2022; Dec 1, 2022 for mentor letters)

• **UC-Historically Black College and Universities Initiative** (UCOP, Mar 15, 2023)

• **UC Hispanic Serving Institutions Doctoral Diversity Initiative** (UCOP, Nov 14, 2022)

• **Tom Angell, Frances Leslie and Carol Connor Mentoring Awards**

[https://ucioiestage.wpengine.com/funding-programs/](https://ucioiestage.wpengine.com/funding-programs/)
Equity Leadership: ADVANCE

ADVANCE Program for Equity and Diversity
• NSF ADVANCE Grant (2001)

Equity Advisors
• Senior Faculty in each school & Faculty Assistant to Dean
• Recruitment best practices
• Resource for assistance
• Mentoring
• Faculty development

https://inclusion.uci.edu/action-plan/equity-leadership-programs/advance/equity-advisors/
Equity Leadership: DECADE Program

- **Diverse Educational Community And Doctoral Experience**
- **Office of Inclusive Excellence and Graduate Division**
  - Promotes inclusive and positive culture among graduate students
  - Assists with recruitment and retention of inclusive and diverse graduate student body
  - Offers educational, networking, and community building programming
- PhD programs have DECADE faculty Mentor and DECADE graduate student Representative(s)
Data and Surveys

OIE Research

• OIE Climate Survey (January 2023)
• Unit Equity Reviews (2024+?)

● UC Graduate Student Experience Survey (Spring 2023?)

● Important to participate
● Important to provide demographic information
Total Students, Faculty, and Staff (2021-22)

**Gender**

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**URM/Non-URM/International**

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<tr>
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</table>

**URM=** African American/Black, Hispanic/Latino, American Indian or Native American, Native Hawaiian or Pacific Islander

Data Sources: Office of Institutional Research and UCPath
Under-Represented Minority Senate Faculty
Data and Surveys

I am personally supported and empowered to learn/work here at UCI.

https://inclusion.uci.edu/responsive-research/oie-dashboard/
Thank you! Questions?
sblock@uci.edu