

Recasting the 21st Century Public Research University: New Faculty Orientation

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Vice Chancellor for Equity, Diversity and Inclusion

Office of Inclusive Excellence

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The UCI logo is a stylized, multi-pointed starburst shape with a white-to-blue gradient, containing the letters "UCI" in a bold, white, sans-serif font.

UCI

Office of
Inclusive Excellence

From a Multicultural to an Inclusive Excellence University

“Our vision of preeminence will remain unshakably democratic, and our commitment to inclusive excellence will be systematic and pervasive. Diversity of experience and thought is a precondition for productive deliberation, an essential component of our fundamental scholarly and research mission. But more than that, when we ensure access for and inclusion of people of all backgrounds and life stories, we make meaningful our shared commitment to a true opportunity society, in which the pathways to success must be open to everyone.”

(UCI Strategic Plan, page 2)

Inclusive Excellence and Higher Education

- Recognizes that human promise, talent and achievement are broadly distributed in society;
- Appreciates that historical barriers and contemporary hurdles distort and shape opportunities and possibilities to participate and succeed in higher education;
- Embraces the imperative that all members of the university expect equity, support diversity and practice inclusion.

Competing Visions of the University

Inclusive Excellence

- Confronting contradictions
- Broad participation
- Strength model
- Structure success
- High impact practices designed to support student success
- Cultural humility

Meritocracy

- Reconciling contradictions
- Narrow participation
- Reveals innate differences
- Success defined by competition
- High impact practices reserved for the best
- Cultural competency

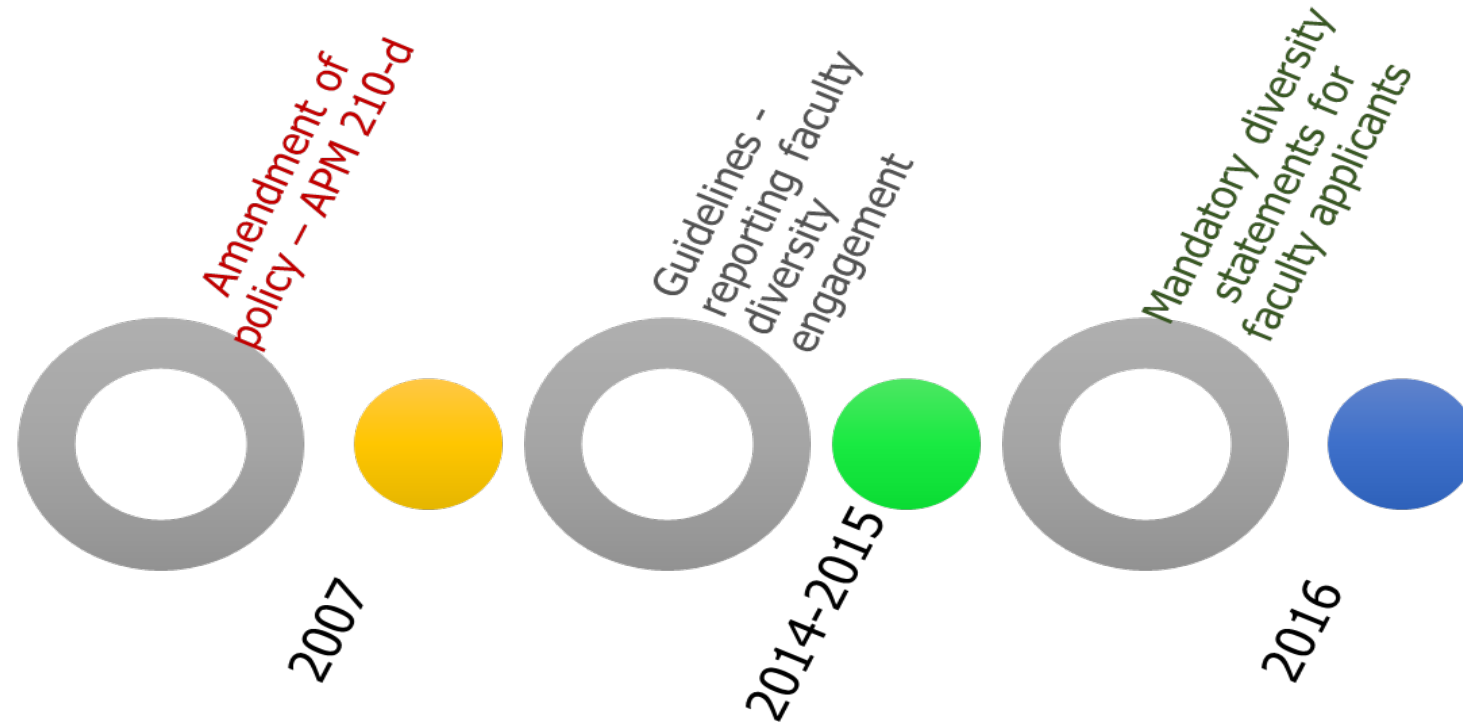
INCLUSIVE EXCELLENCE

Inclusive Excellence Milestones



INCLUSIVE EXCELLENCE

Recognizing UCI Faculty Contributions to Diversity

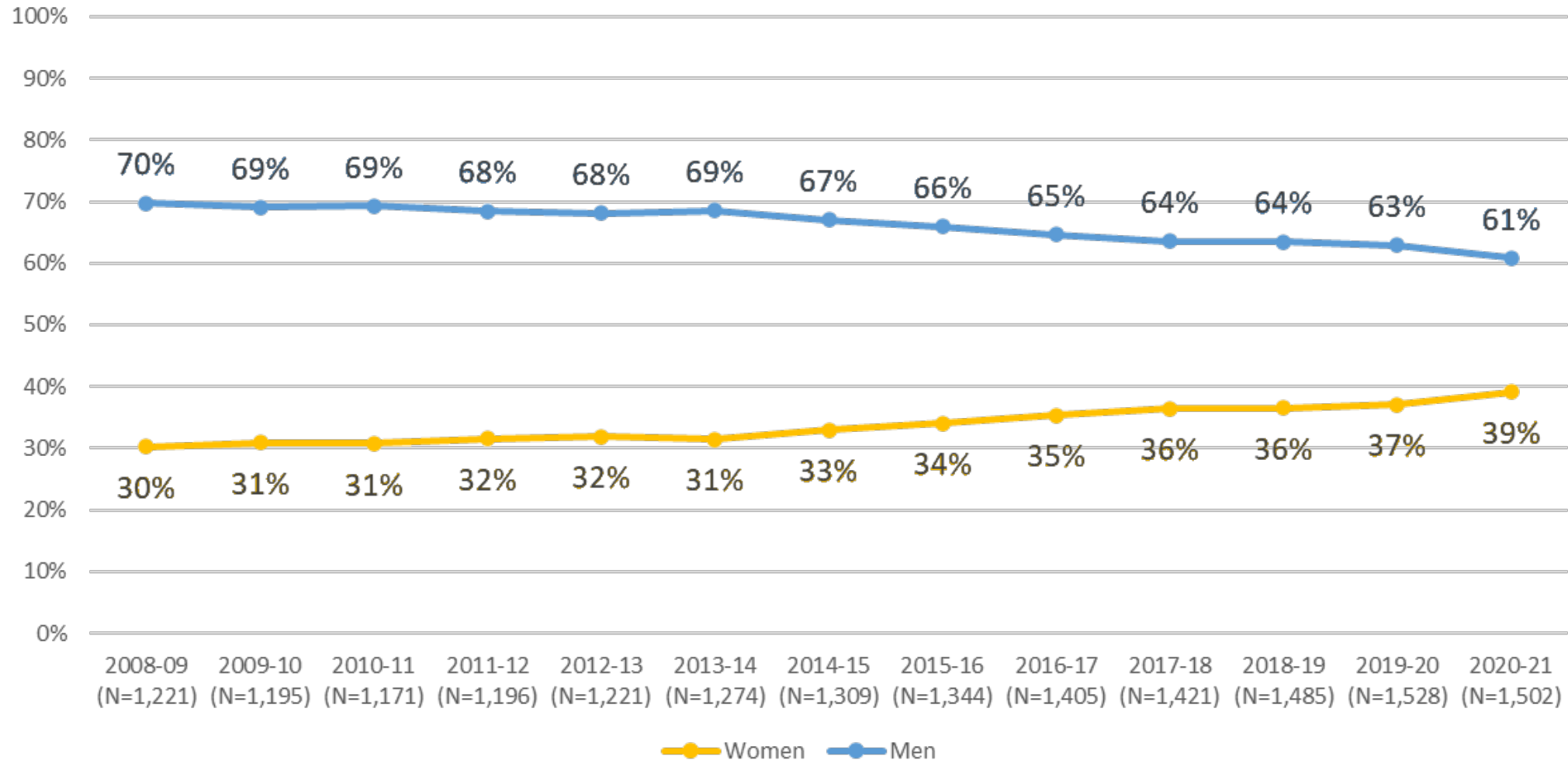


Note: Regents of the University of California Policy 4400, the *University of California Diversity Statement*, was adopted by the Assembly of the Academic Senate on May 10, 2006, endorsed by the President of the University of California on June 30, 2006, adopted as amended by the Assembly of the Academic Senate on April 22, 2009, and endorsed as amended by the President of the University of California on August 17, 2010. Details at:

<http://regents.universityofcalifornia.edu/governance/policies/4400.html>.

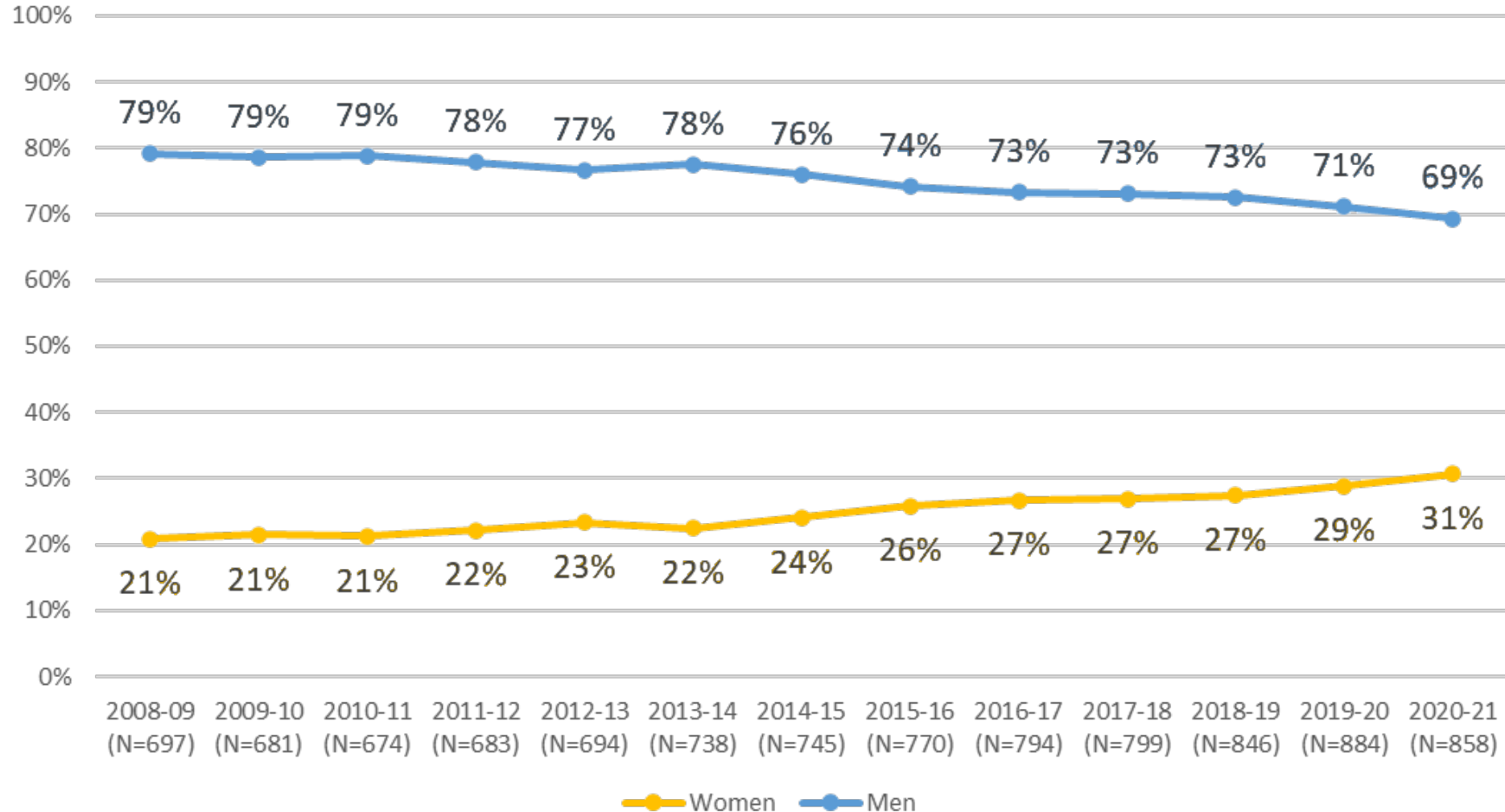
BY GENDER (CAMPUS WIDE)

Total Senate Faculty by Gender Campus wide



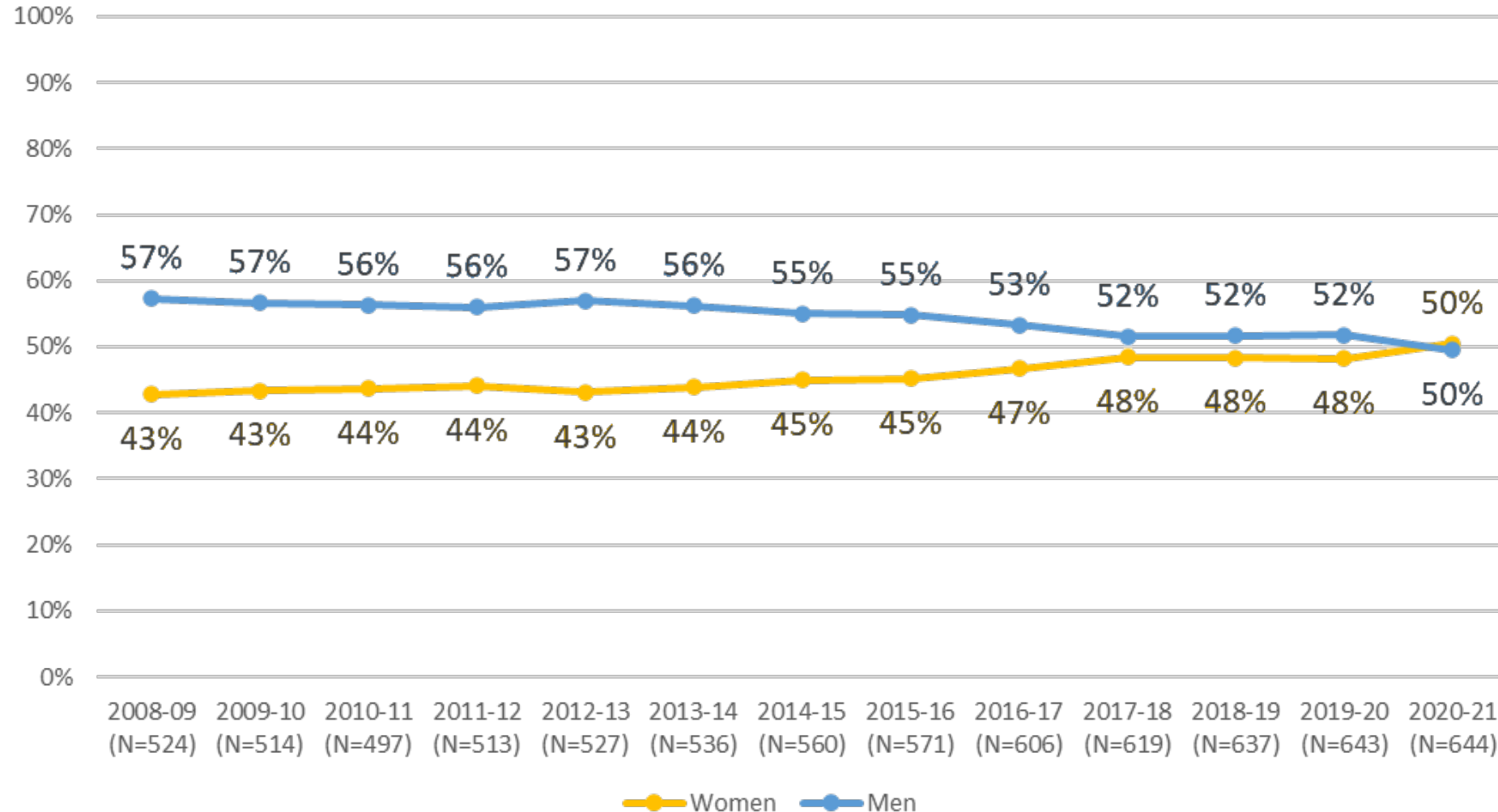
BY GENDER (STEM SCHOOLS)

Total Senate Faculty by Gender - STEM Schools



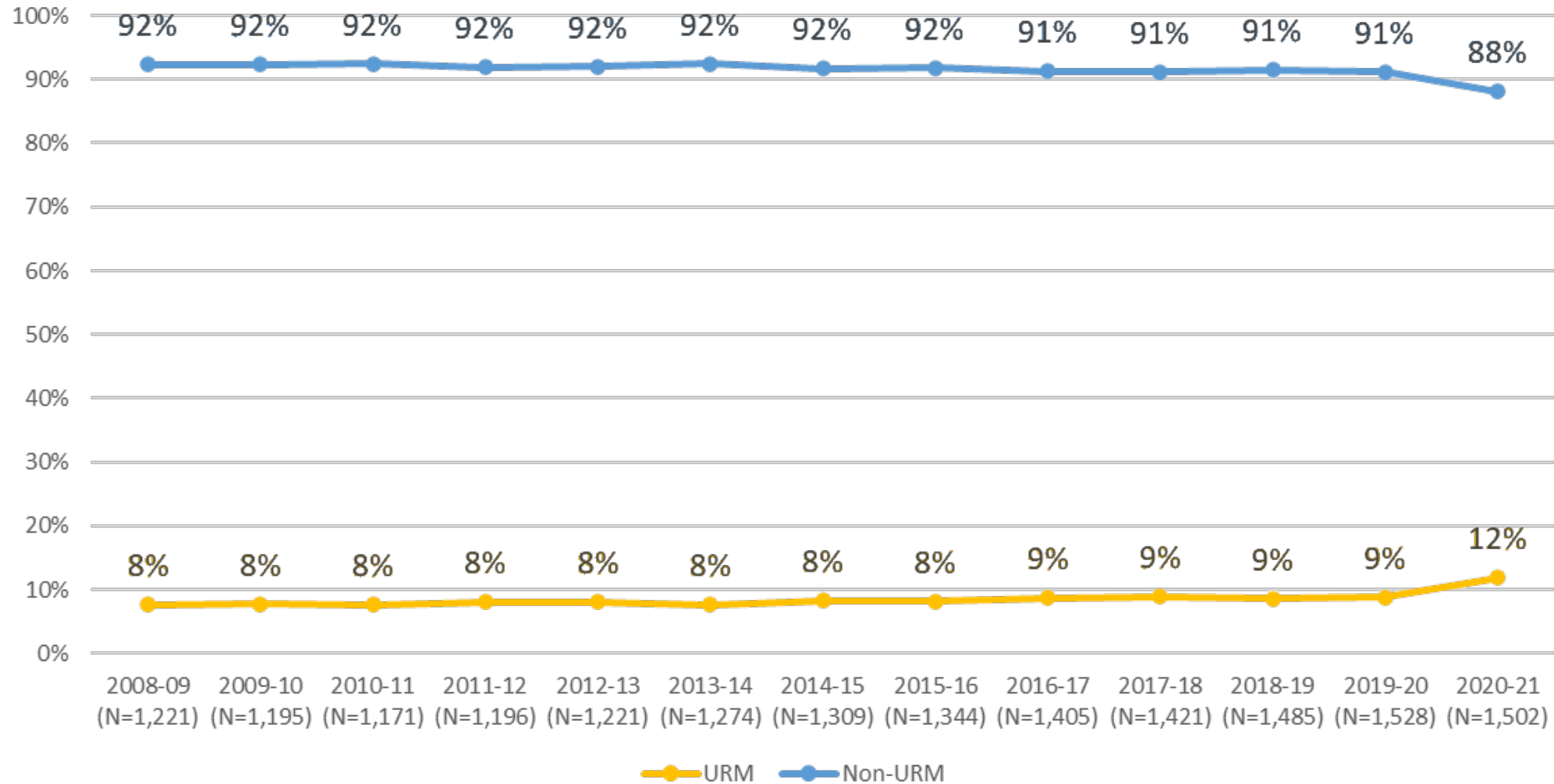
BY GENDER (NON-STEM SCHOOLS)

Total Senate Faculty by Gender - Non-STEM Schools



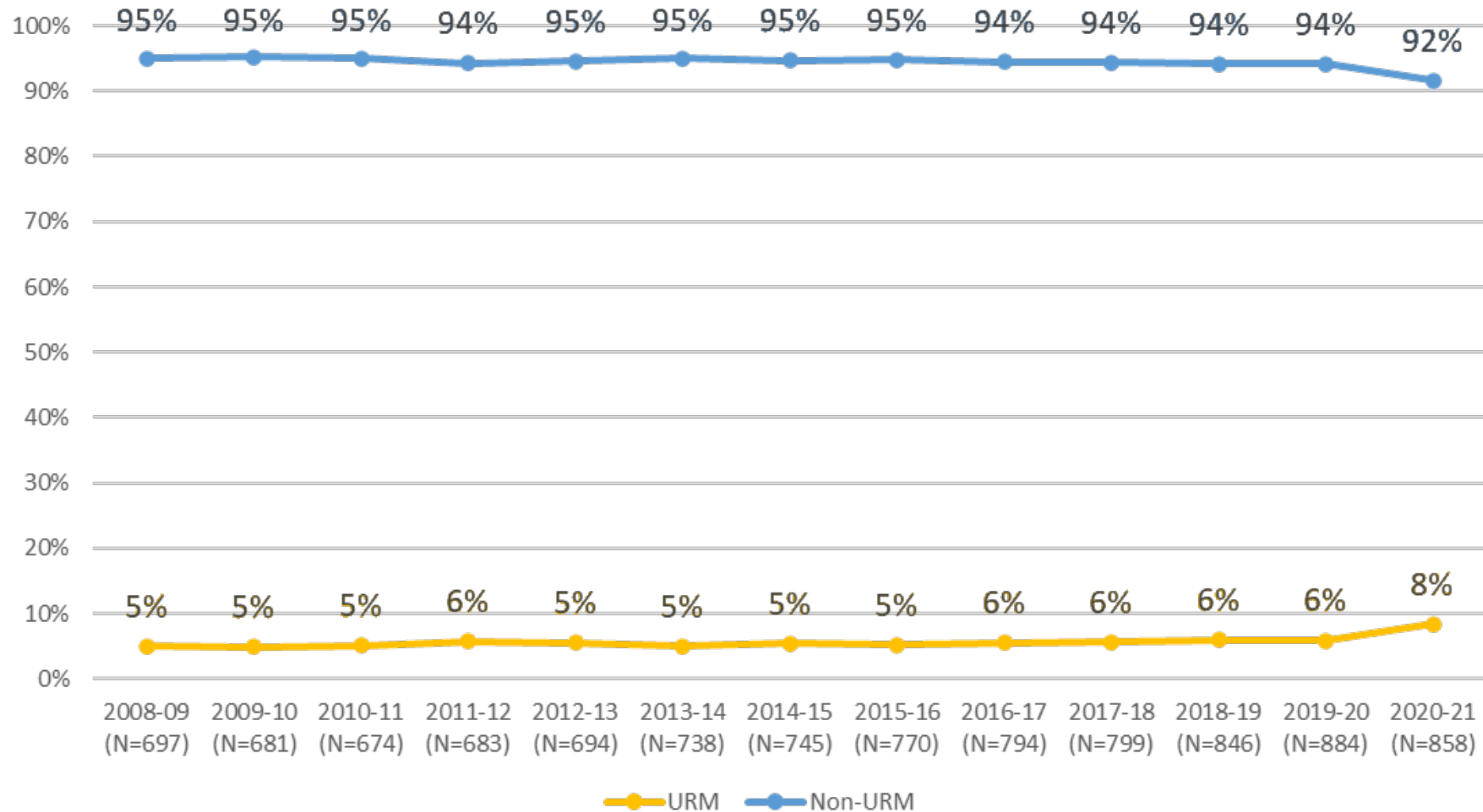
BY URM

Total URM Senate Faculty



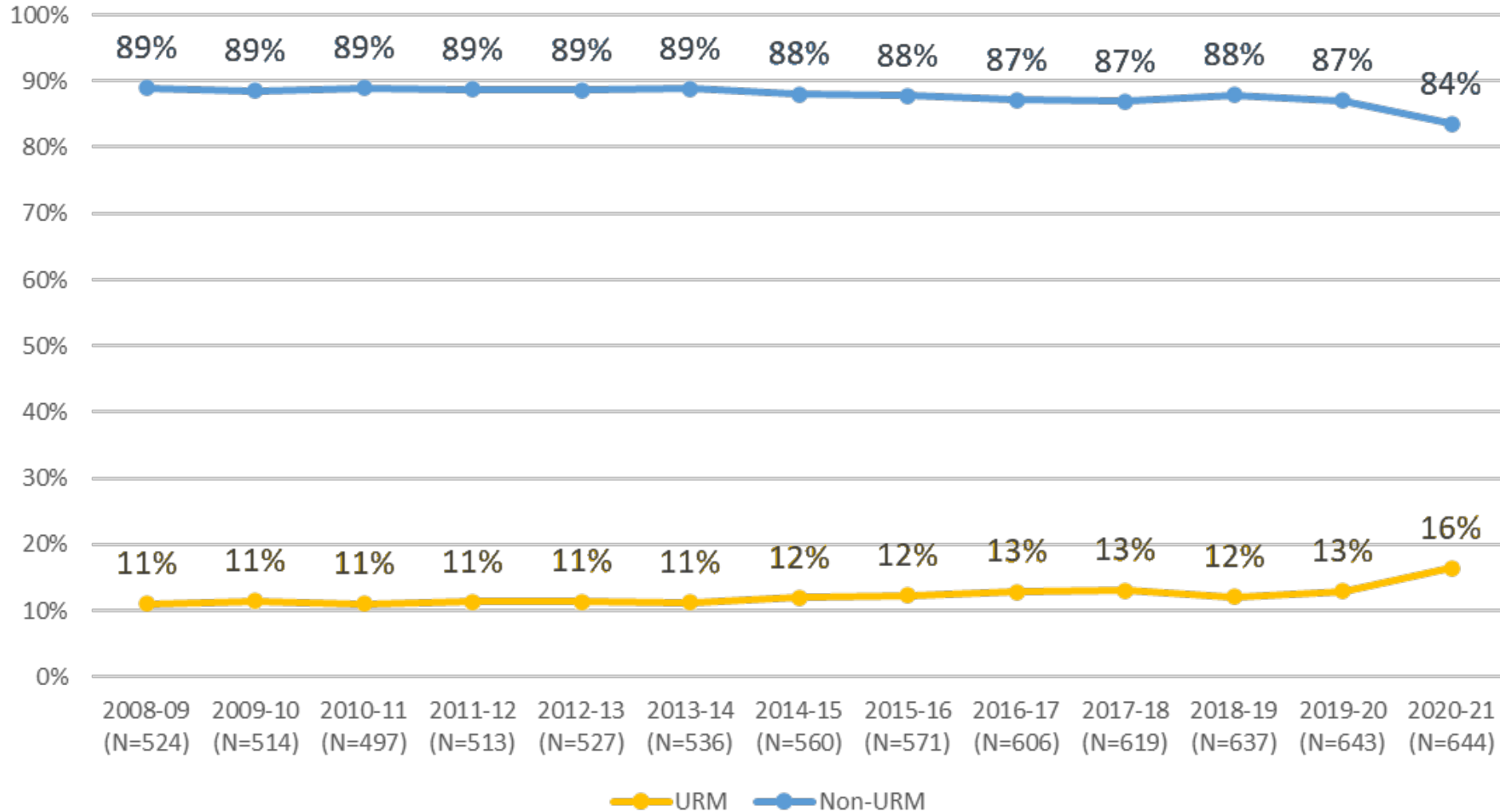
BY URM (STEM SCHOOLS)

Total URM Senate Faculty - STEM Schools

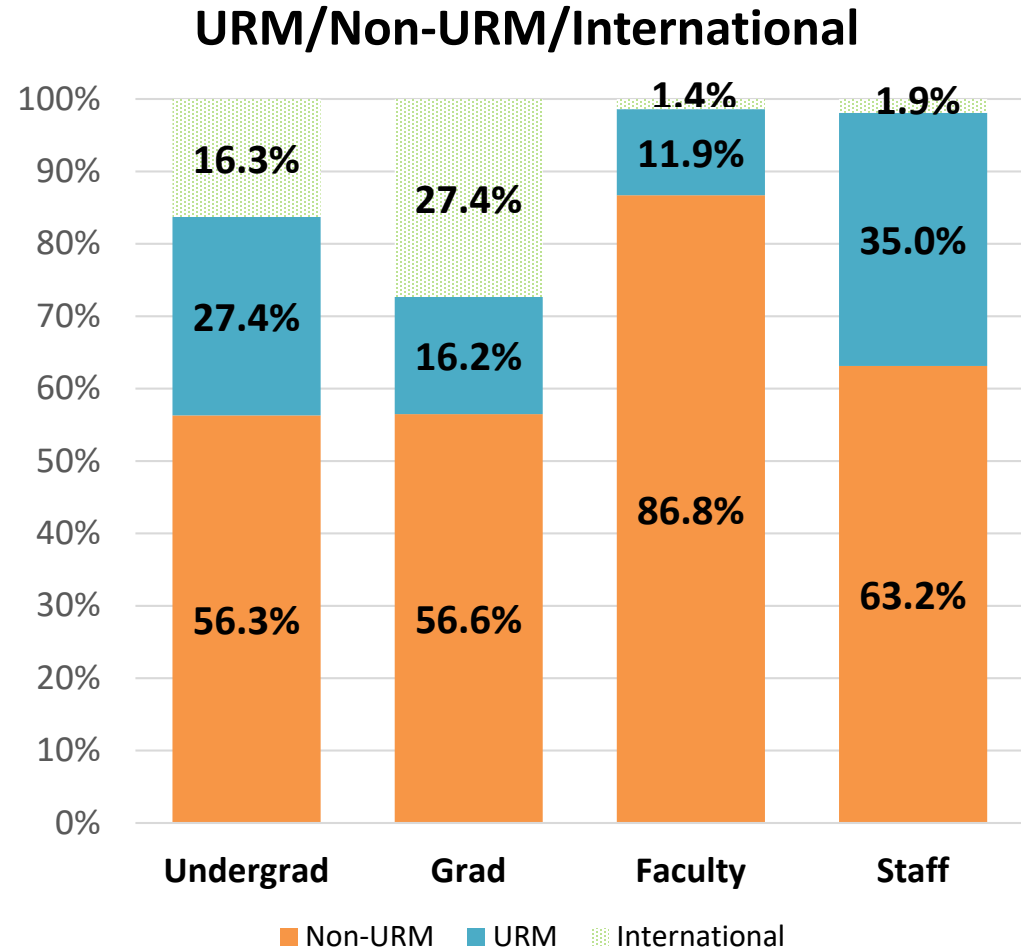
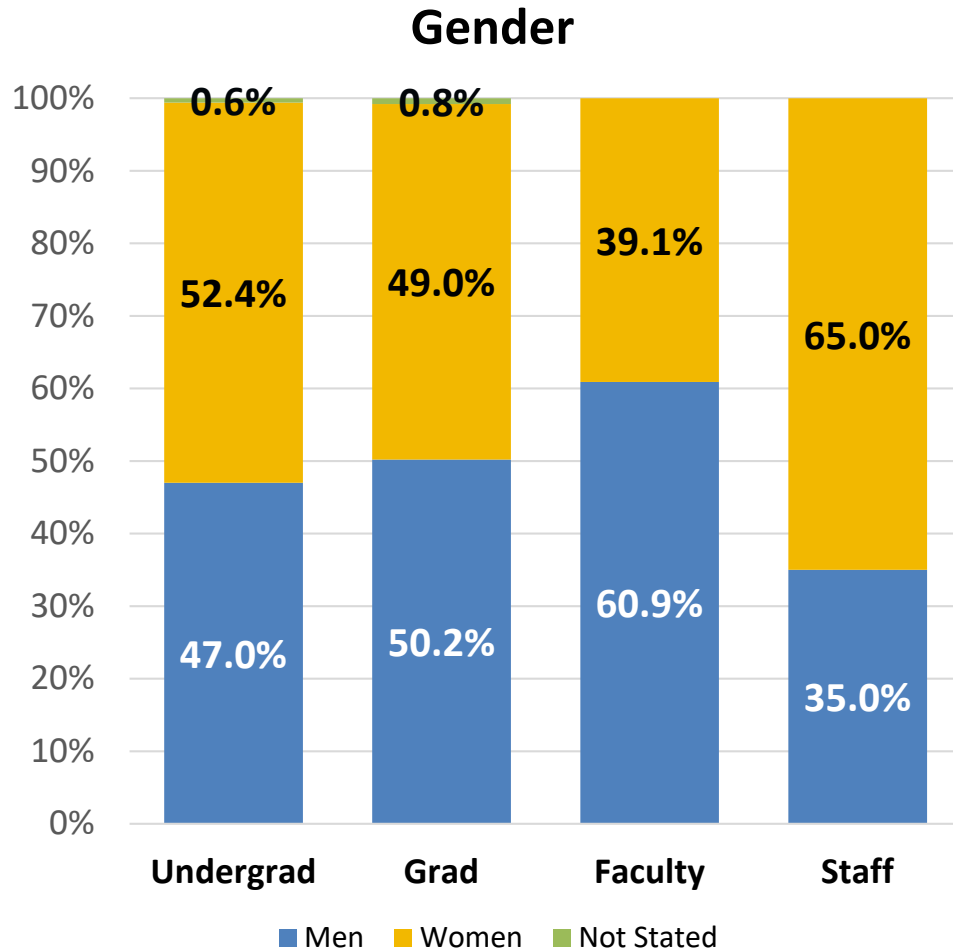


BY URM (NON-STEM SCHOOLS)

Total URM Senate Faculty - Non-STEM Schools



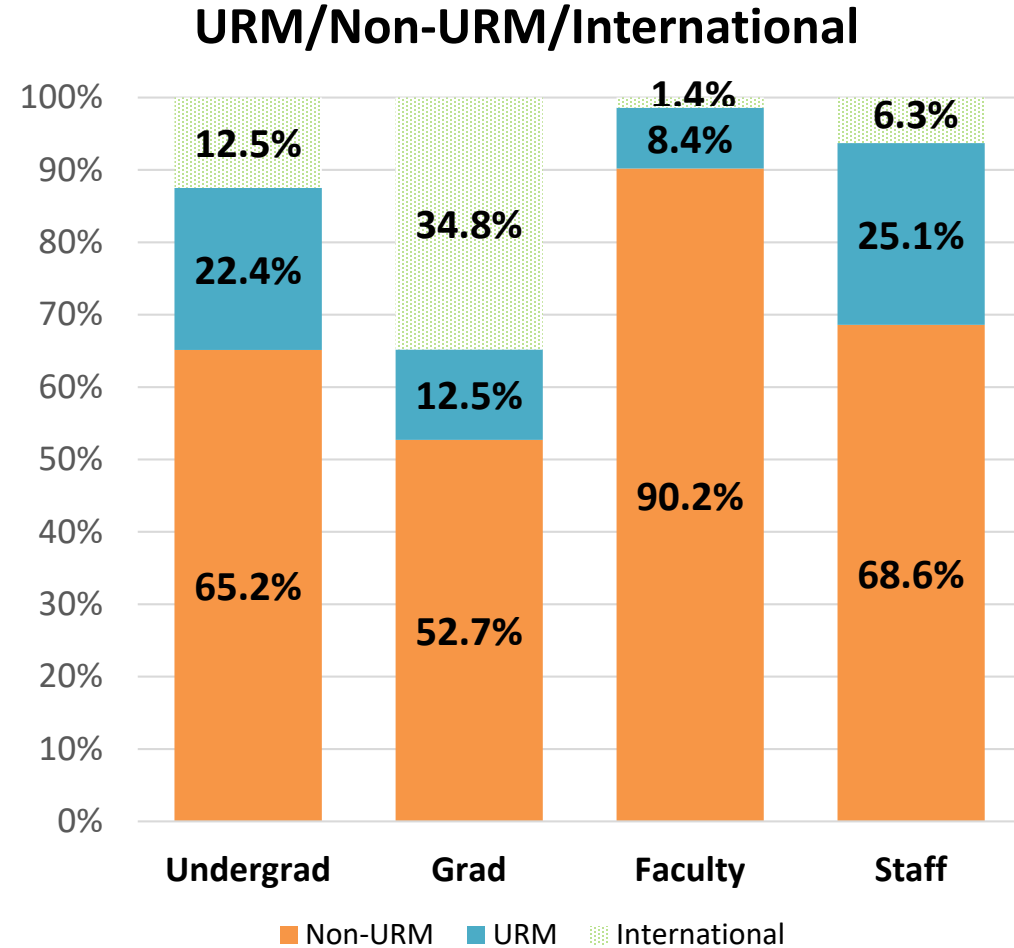
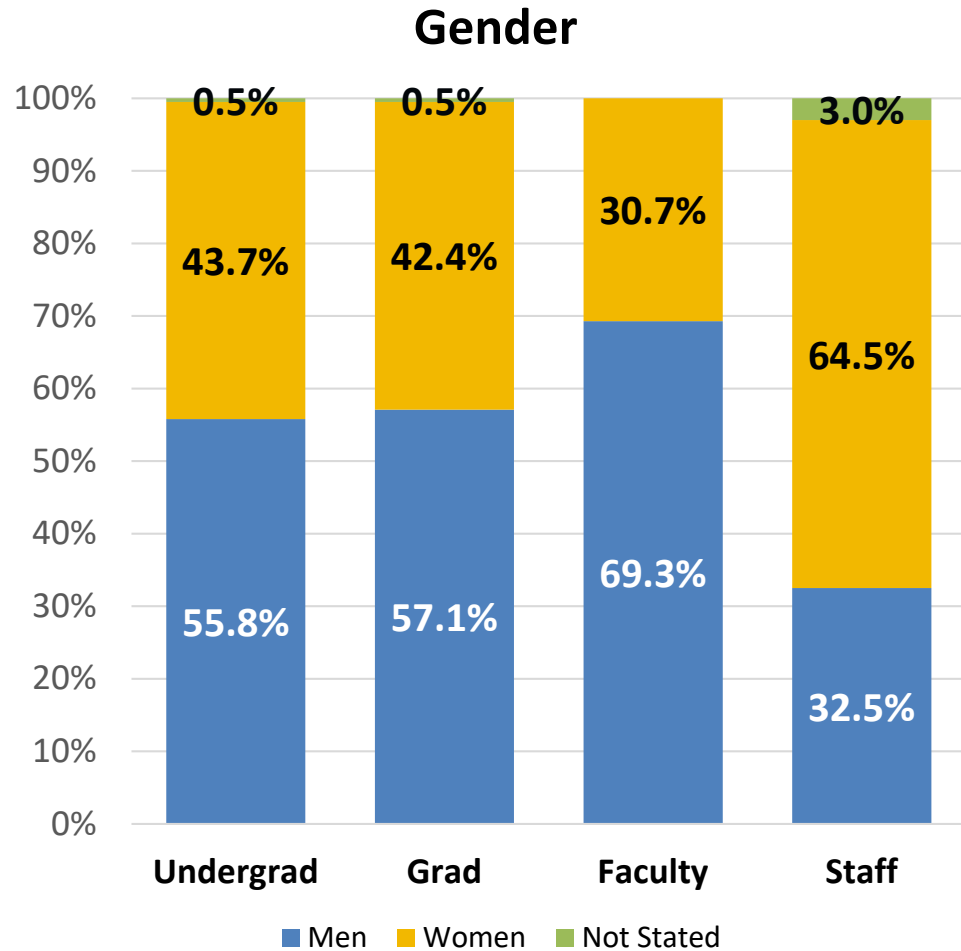
CAMPUS WIDE DATA TOTAL STUDENTS, FACULTY, AND STAFF (2020-21)



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

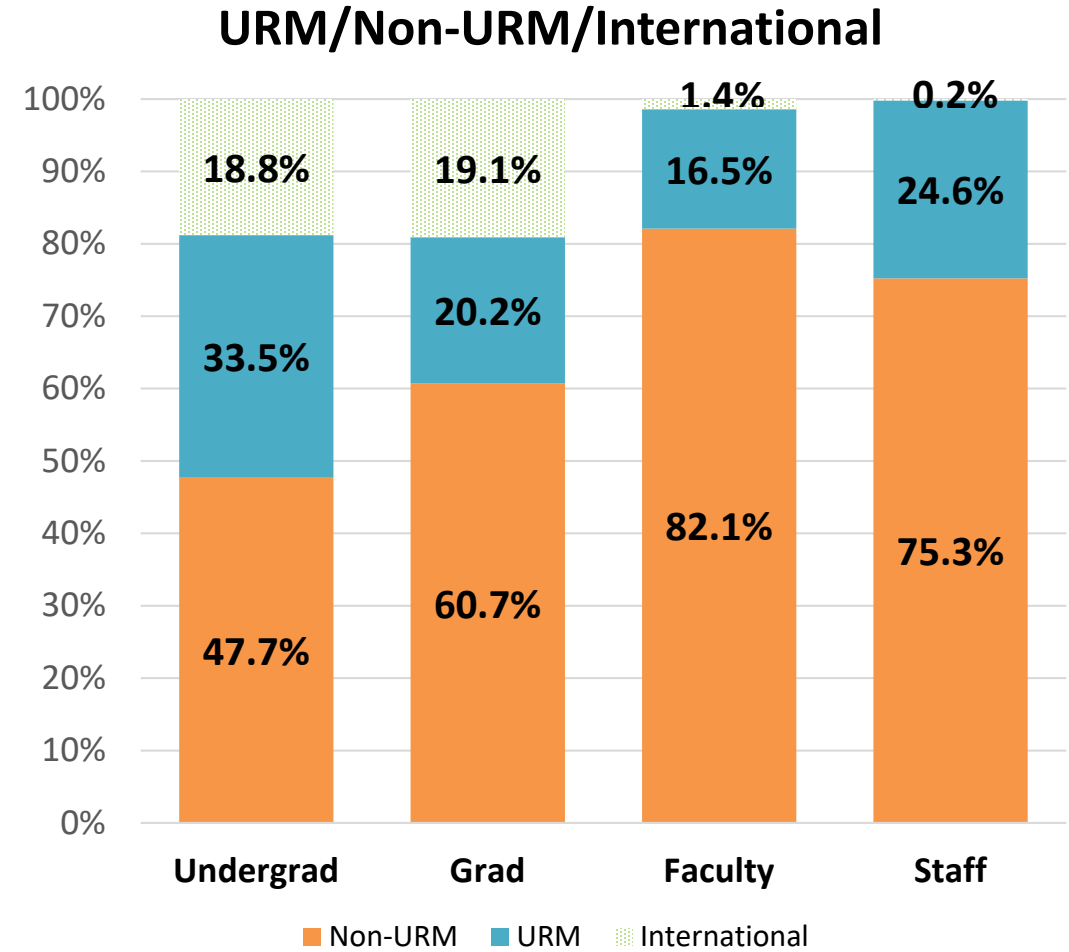
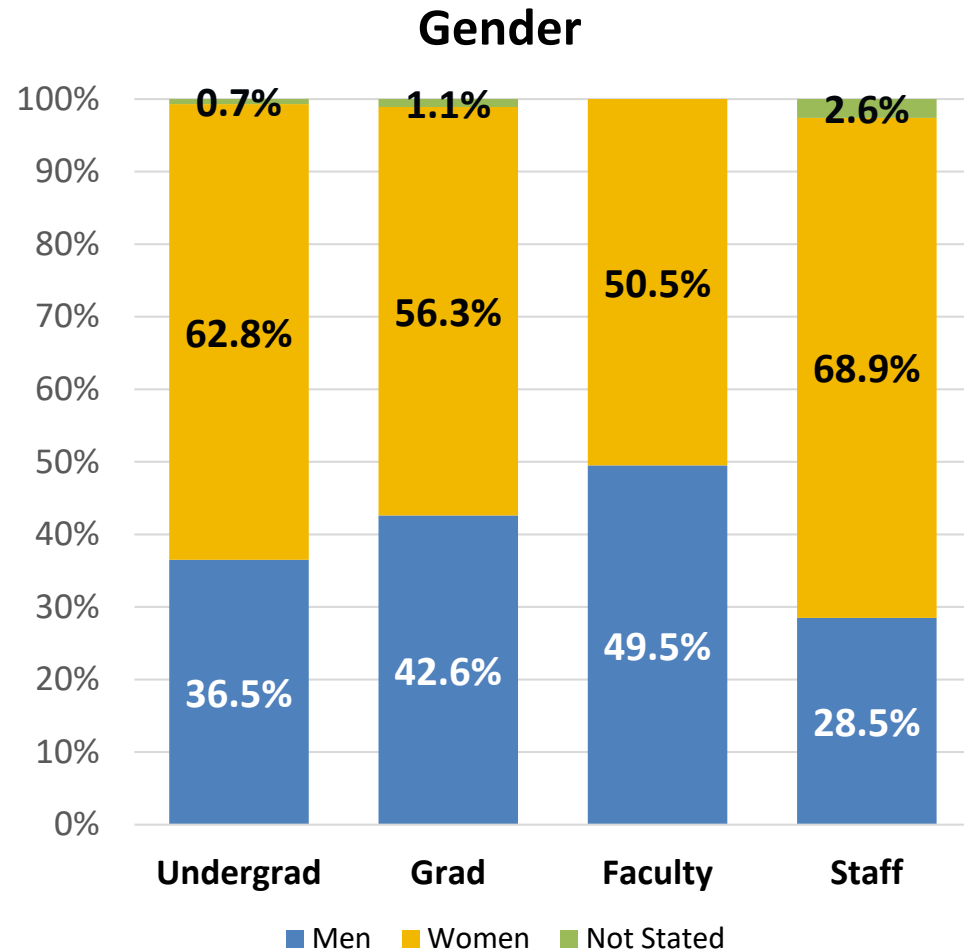
Data Source: Office of Institutional Research

STEM SCHOOLS TOTAL STUDENTS, FACULTY, AND STAFF (2020-21)



URM= African American/Black, Hispanic/Latino, American Indian or Native American, Native Hawaiian or Pacific Islander
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NON-STEM SCHOOLS TOTAL STUDENTS, FACULTY, AND STAFF (2020-21)



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INCLUSIVE EXCELLENCE RESOURCES

- UC President's/UCI Postdoctoral Fellowship Program
- School-Based Faculty Equity Advisors
- Graduate Program Based Faculty DECADE Mentors

BLACK THRIVING INITIATIVE: OFFICE OF INCLUSIVE EXCELLENCE ACTION PLAN

- UCI's response to a national imperative: Black Lives Matter
- Extends the Action Plan and Confronting Extremism Program
- Builds a University Culture
 - confronts Anti-Blackness as an existential threat to our mission as a public university
 - advances the understanding and drivers of well-being of the Black experience
 - links UCI's future to the success of Black communities

BLACK THRIVING INITIATIVE: PRIORITIES

- Improve campus culture by intentionally confronting anti-Blackness
- Intensify recruitment and improve success of Black undergraduate and graduate students in our academic and professional programs
- Leverage our research and teaching mission to understand the Black experience and advance the multiple drivers of well-being
- Extend relations with Black communities by linking the future of UCI to the success of Black people

BLACK THRIVING INITIATIVE: ACTIONS

Office of Inclusive Excellence Action Plan

Change the Culture:

accountability begins with understanding—

principles of accountability

understanding Anti-Blackness course sequence

Inclusive Excellence Score Card

Alignment of UCI Police Department with Inclusive Excellence

Leverage the Mission:

advance the understanding and drivers of well-being—

establish 1619 Institute on Anti-Blackness, Racial Justice and Slavery

launch multi-year faculty cluster hiring Program

create faculty term chairs program

student thriving imperative

pilot inclusive excellence staff leadership development program

Engage Community:

Link UCI to Black Success

- OC Black Thriving Advisory Council
- Inclusive Excellence Speakers Bureau
- investing in Students and Honoring Faculty Philanthropic Program