

# Mentoring Faculty in an Inclusive Climate: Supporting Women and URM STEM Faculty at UC

UC ADVANCE PAID Roundtable

April 10, 2013

UC Riverside



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OFFICE OF ACADEMIC PERSONNEL

# Welcome

**Dallas Rabenstein**

Executive Vice Chancellor & Provost  
UC Riverside



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# Welcome

## Yolanda Moses

Associate Vice Chancellor  
for Diversity, Excellence, and Equity  
& Professor of Anthropology  
UC Riverside



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# Welcome

**Susan Carlson**

Vice Provost, Academic Personnel, UCOP  
and PI, UC ADVANCE PAID

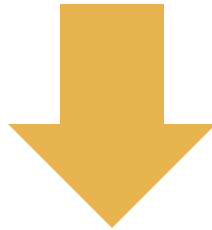


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# UC ADVANCE PAID: “Meeting the California Challenge”



**Our goal:** To build a STEM faculty that reflects the diverse population of UC students and the citizens of California.



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# “California Challenge” Roundtables



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# Goals of the Roundtable:

- 1. To understand the particular mentoring needs for women and underrepresented minority faculty in STEM;**
- 2. To learn about a mosaic of mentoring models fitted to various career stages in STEM fields (postdocs, assistant professors, mid-career faculty) and provide UC campuses relevant research and models to build effective mentoring programs;**



# Goals of the Roundtable:

3. To share successes and to identify gaps in current UC mentoring efforts;
4. To establish mentoring as a tool for dealing with retention and climate issues in STEM departments, clarifying that effective mentoring benefits senior as well as junior faculty.





**Chart 1 – New Hires 2003–07 STEM Assistant Professor Cohort\* – Tenure Reached by Year by Gender (N=633)**

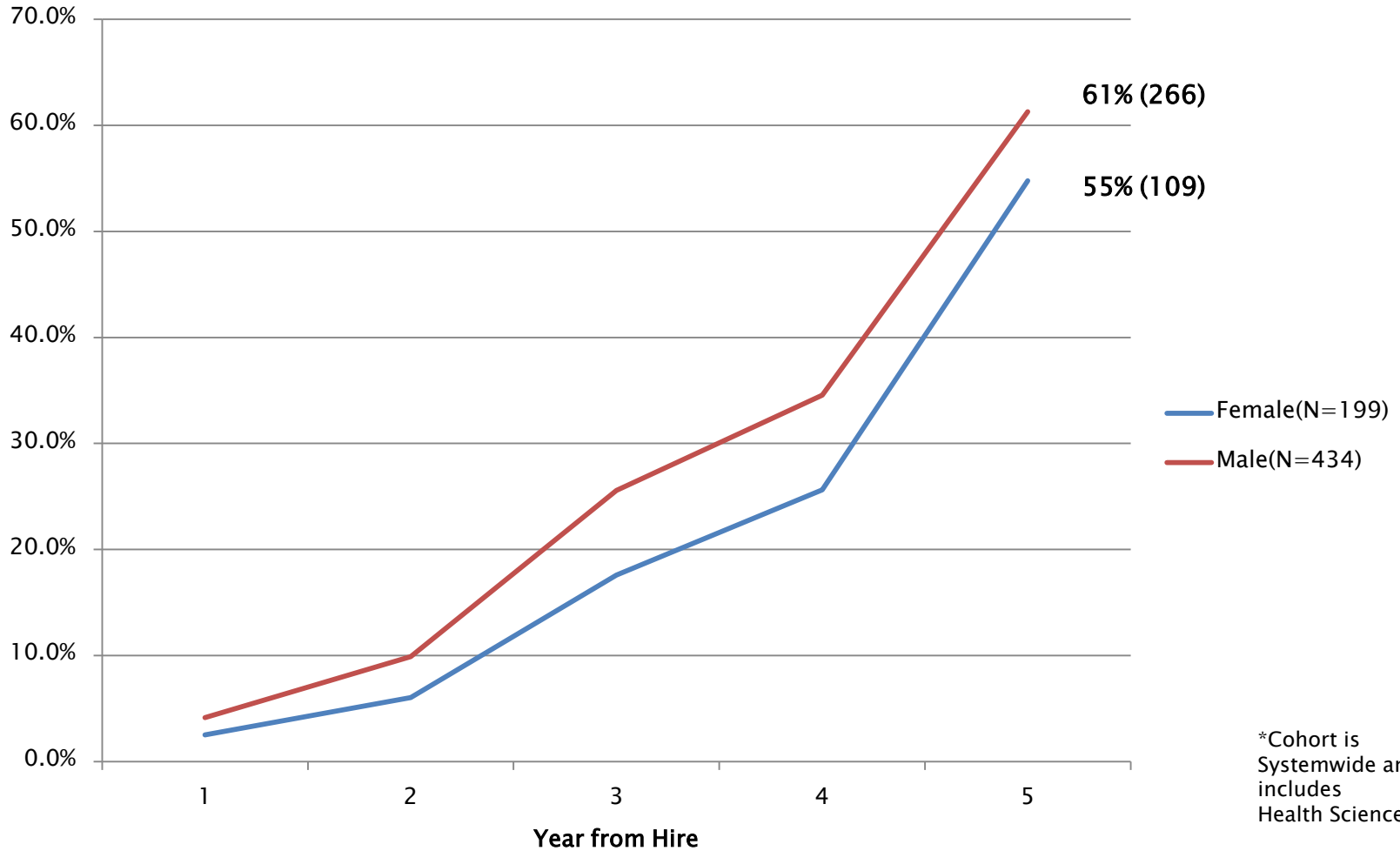
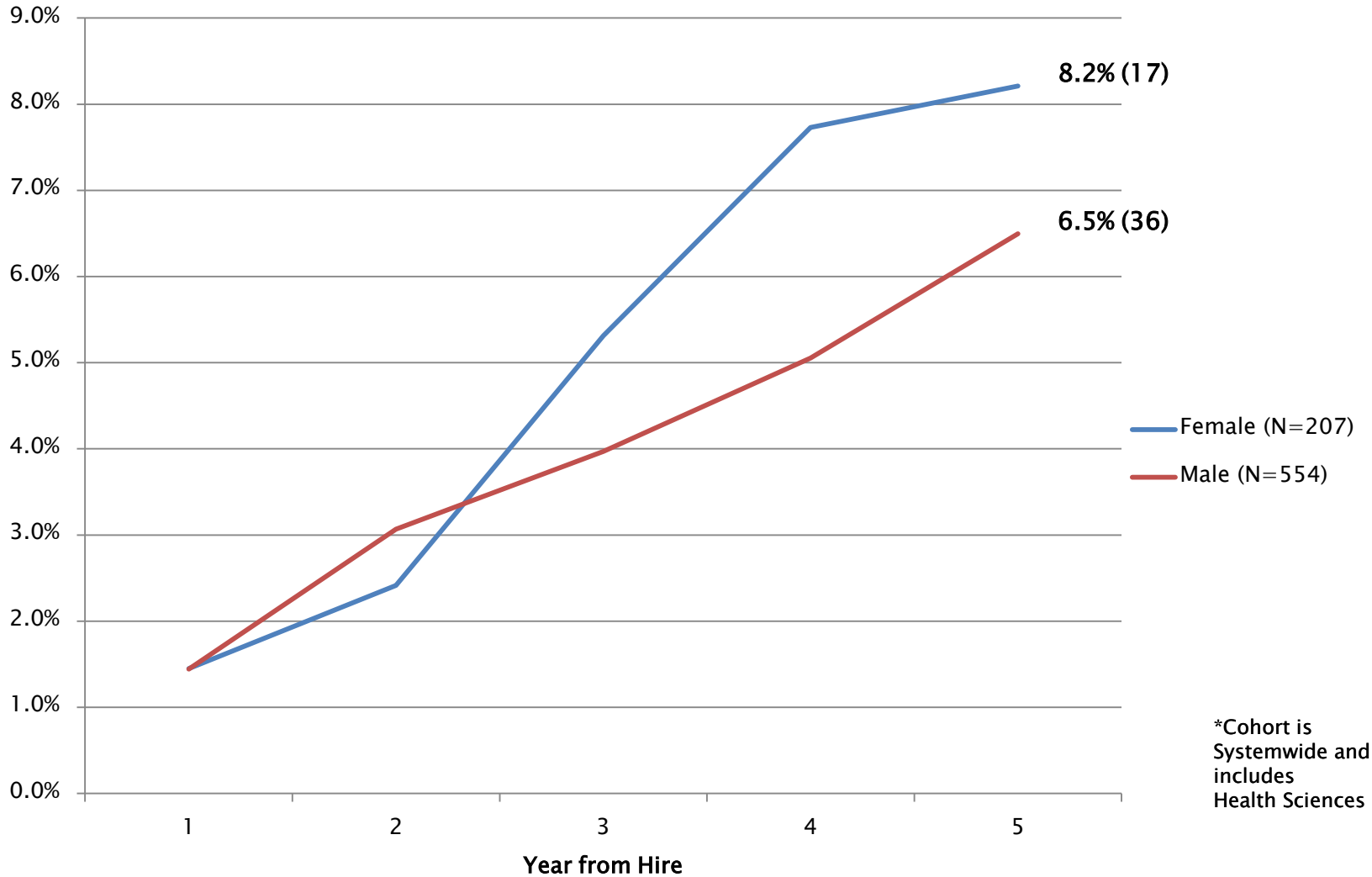


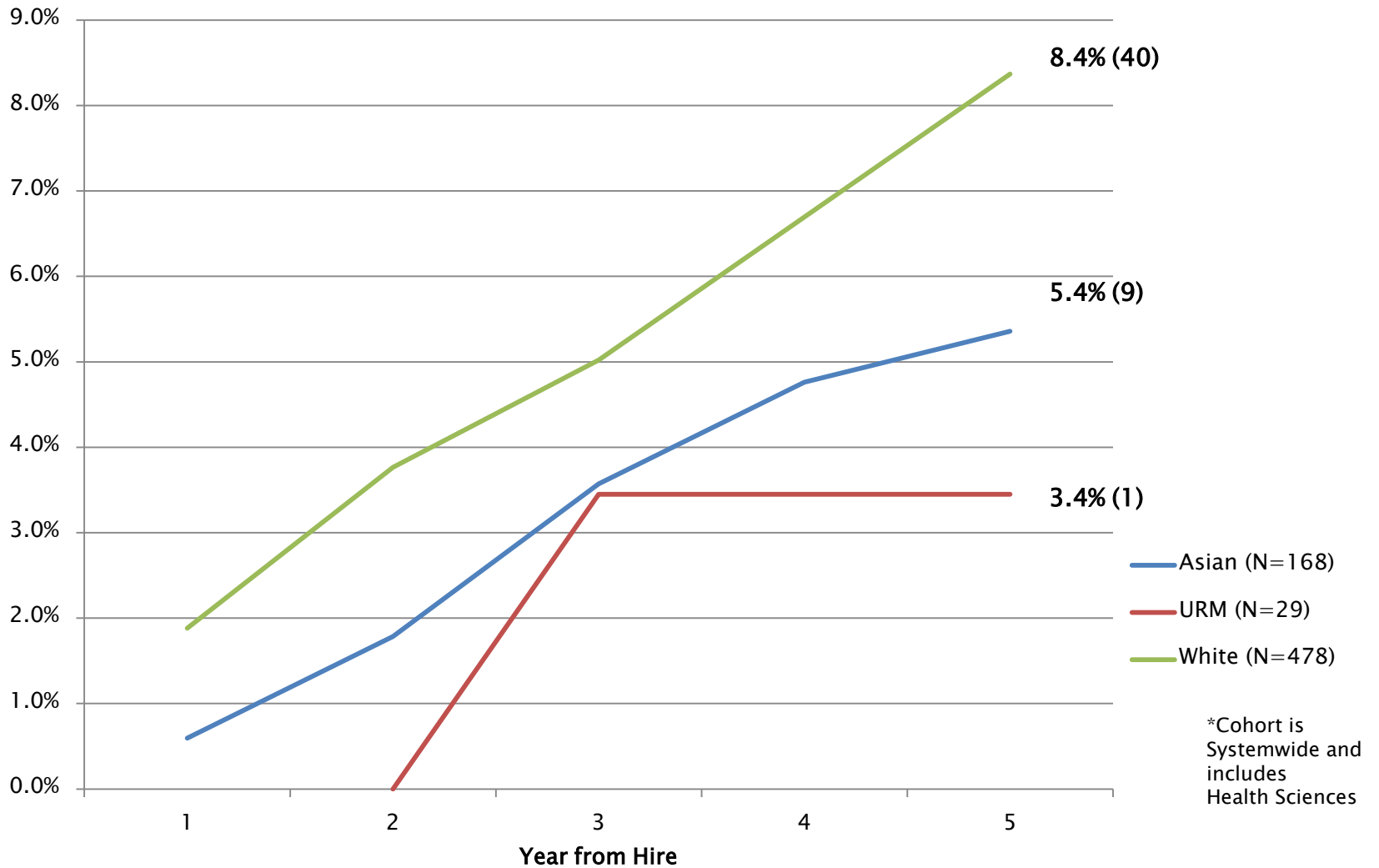
Chart 2 – Total Resignations from STEM Assist. Prof.  
Cohort\* hired 2000–05 by Gender (N=761)



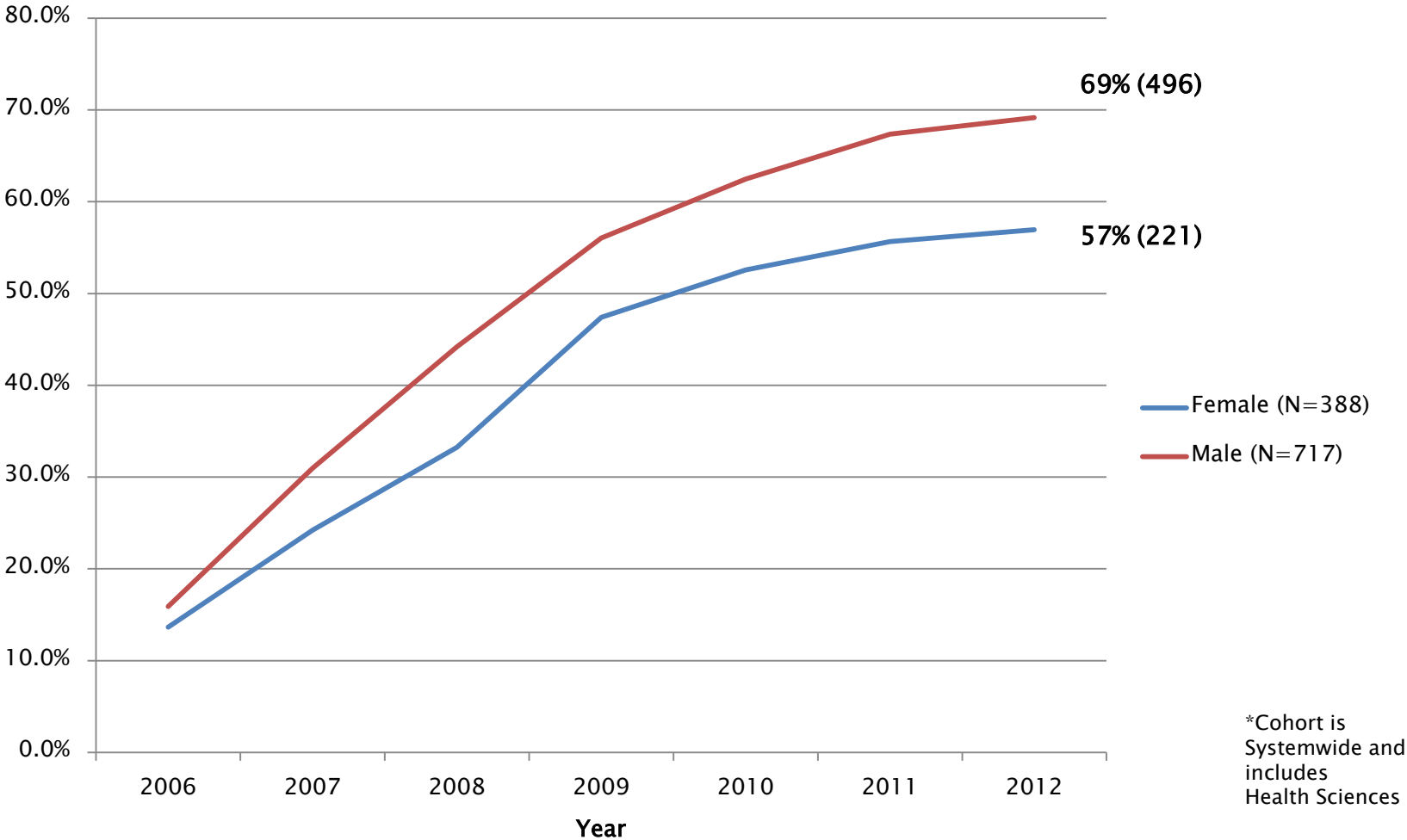
\*Cohort is Systemwide and includes Health Sciences



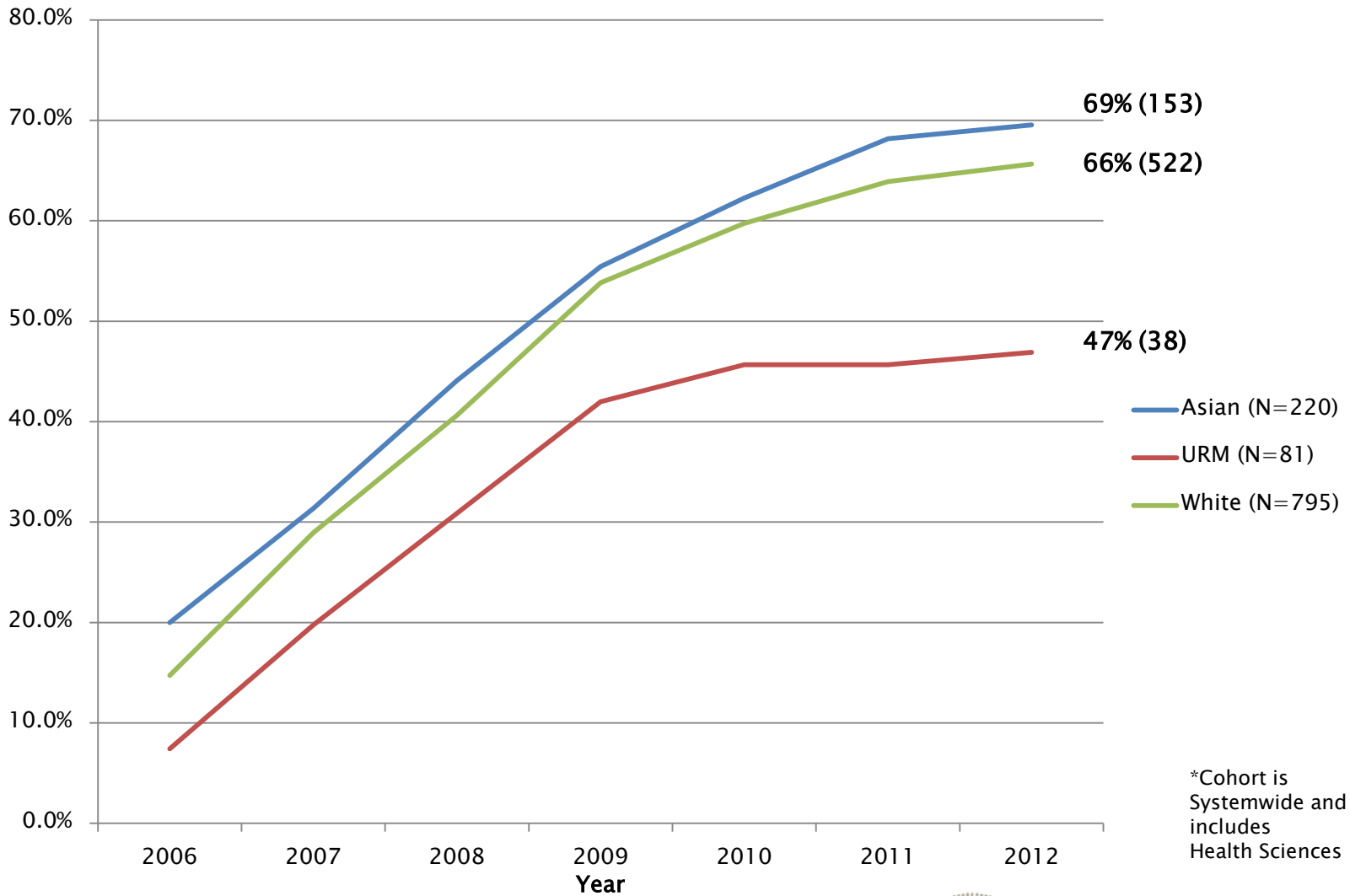
**Chart 3 – Total Resignations from STEM Assist. Prof.  
Cohort\* hired 2000–05 by Race/Ethnicity (N=675)**



**Chart 4 – 2005 STEM Assoc. Prof. Cohort\* – Percent who Reach Professor Rank by Year by Gender (N=1,105)**



**Chart 5 – 2005 STEM Assoc. Prof. Cohort\* – Percent who Reach Professor Rank by Year by Race–Ethnicity (N=1,096)**



\*Cohort is Systemwide and includes Health Sciences

