

# **UC ADVANCE PAID Roundtable**

## **Mentoring Faculty in an Inclusive Climate**

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# UC President's Postdoctoral Fellowship Program A SUCCESS STORY

## The Program Promotes Diversity Among Faculty by:

Providing research support, mentoring and career development for scholars whose work will contribute to diversity and equal opportunity at UC

- Two years of funded support under the mentorship of a UC faculty member
- Participation in an academic retreat to practice job talks and receive career coaching
- Benefits of broad, multidisciplinary, multi-generational, scholarly network



# UC President's Postdoctoral Fellowship Program

## WHAT WORKS

- Recognizing Contributions to Diversity
  - Public service addressing the needs of our increasingly diverse society,
  - Efforts to advance equitable access to higher education for women and minorities, or
  - Research focusing on underserved populations or addressing issues of race, gender, or other inequalities.



# UC President's Postdoctoral Fellowship Program

## WHAT WORKS

### **It takes more than a “match”!**

- The old paradigm of one-to-one mentoring is not sufficient
- Today's faculty need a wide range of professional development resources
- Must be tailored to individual needs



# UC President's Postdoctoral Fellowship Program

## WHAT WORKS

### **Multi-faceted Approach**

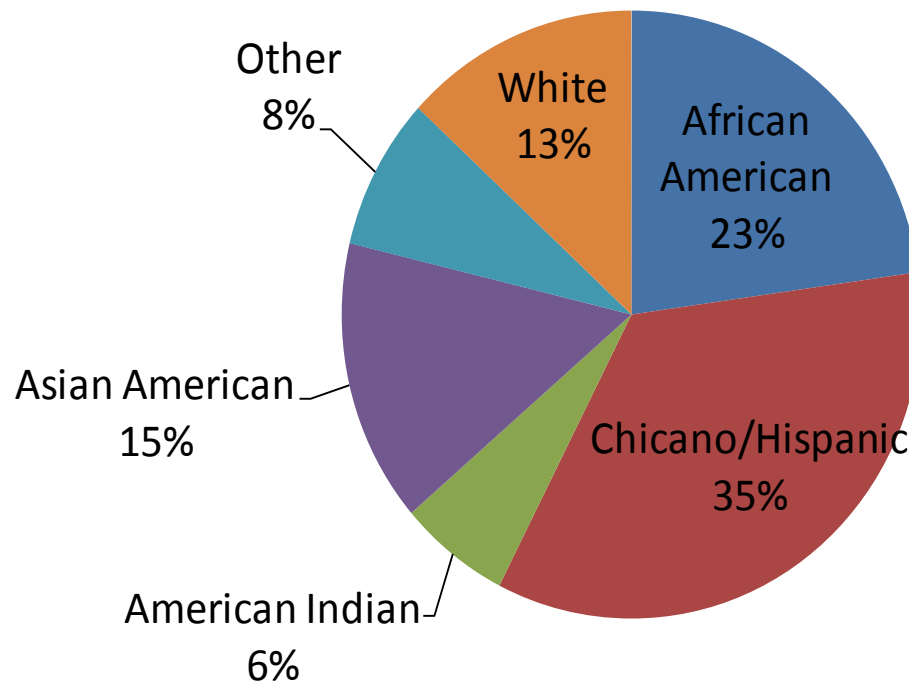
- Support strong disciplinary engagement in research
- Encourage formal and informal interactions
- Cultivate broad professional networks
- Cross disciplinary and group boundaries
- Utilize off campus networks and coaching services



# UC President's Postdoctoral Fellowship Program RESULTS

## Fellows Demographic Profile

2000-2012 (N=259)



# UC President's Postdoctoral Fellowship Program RESULTS

## Fellows Demographic Profile

- ❑ 66% Women
- ❑ 64% URM

## Distribution by Field

- ❑ 33% Social Sciences
- ❑ 31% Humanities
- ❑ 36% Science, Technology, Engineering and Math (STEM)



# UC President's Postdoctoral Fellowship Program RESULTS

- 40% obtain UC faculty appointments
- 70% obtain ladder faculty appointments
- Majority of the rest obtain additional postdocs
- Since 2003, over 100 new UC faculty hires
- Of the first 52 eligible for tenure, 51 have tenure





# UC President's Postdoctoral Fellowship Program IMPACT

- ❑ 12% of all URM hires UC 2003-2010
- ❑ 26% of all Native American UC hires 2003-2010

New faculty are part of interdisciplinary system-wide cohort

- Continue to be engaged in the program network
- Mentoring new fellows
- Continuing to receive mentoring from senior faculty



# THANK YOU

Sheila O'Rourke

UC President's Postdoctoral Fellowship Program  
**Partnerships for Faculty Diversity**

<http://www.ucop.edu/acadpersonnel/ppfp/welcome.html>

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