UC ADVANCE PAID Roundtable
Mentoring Faculty in an Inclusive Climate
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Sheila O’Rourke, J.D.
Director,
UC President’s Postdoctoral Fellowship Program
University of California, Berkeley

Previously:
Assistant Provost, UC Berkeley
Assistant Vice Provost, UC Office of the President
Staff Attorney, US Dept. of Ed Office for Civil Rights
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, multigenerational, scholarly network
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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.
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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
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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
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RESULTS

Fellows Demographic Profile

2000-2012 (N=259)

- African American: 23%
- Chicano/Hispanic: 35%
- American Indian: 6%
- Asian American: 15%
- White: 13%
- Other: 8%

Total: 100%
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RESULTS

Fellows Demographic Profile

- 66% Women
- 64% URM

Distribution by Field

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

sorourke@berkeley.edu