UC’s Diversity Pipeline Initiative
2016–17 Summary Report

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Overview

This report provides an overview of activities undertaken, outcomes achieved and next steps to be taken to advance the objectives of the President’s Diversity Pipeline Initiative (DPI). Launched in October 2015, the initiative seeks to expand the academic pipeline to the University of California for underrepresented undergraduate students, graduate students and faculty, with a particular emphasis on African American students and faculty, who remain persistently underrepresented at UC.

The Diversity Pipeline Initiative builds on existing university resources — admissions policies and practices, academic preparation (outreach) programs and community partnerships, among others. Through the initiative, leaders and staff from UC campuses, K–12 schools, other institutions of higher education, and community- and faith-based organizations engage with the Office of the President to achieve six overarching objectives:

1. Increase awareness of UC access, opportunity and affordability with students, families, teachers and counselors by conducting outreach events and cultivating relationships with ethnic media outlets
2. Ensure that more students, particularly African American students, experience an early, overt welcome to UC
3. Expose more students to UC’s intellectual life and help them prepare for UC through existing and new programs
4. Enable more students, particularly African American students, to consider and accept a UC admissions offer by enhancing recruitment and yield efforts
5. Enhance graduate diversity efforts, including the UC-Historically Black Colleges and Universities (HBCU) Initiative
6. Enhance faculty diversity efforts, including the President's Postdoctoral Fellowship Program (PPFP)

Recommendations from a faculty-led study of UC recruitment and yield practices, Investing in California’s African American Students: College Choice, Diversity & Exclusion (2016) inform the direction and the activities of the initiative. These recommendations include:

- Optimizing and streamlining admissions practices, including Eligibility in the Local Context (ELC)
- Increasing outreach and targeted recruitment to high schools with high concentrations of low-income urban students
- Creating a marketing campaign to better promote the UC campuses and their academic programs
- Working more closely with teachers and counselors who advise students about college
- Providing scholarships for middle-income African American students
- Increasing recruitment and retention of African American tenure-line faculty and senior-level administrators

After an inaugural period establishing a foundation for new information marketing campaigns, programs and partnerships, and enhanced recruitment and yield activities, the DPI launched formally in 2015–16 with three specific goals for undergraduate students and a general goal for graduate students and faculty.
• Increase by 10 percent the number of African American freshman or transfer applicants to UC, as evidenced by application data from UC Admissions.

• Increase by 30 percent (from 7,000 to 9,100) the number of African American students participating in UC's academic preparation programs — President’s Pre-College Scholars (PCS); Early Academic Outreach Program (EAOP); Mathematics, Engineering, Science Achievement (MESA); the PUENTE Project and Community College Transfer Preparation (TransferPrep) — as evidenced by program enrollment data.

• Increase by 5 percent the yield rate of African American students above the 2016 rate, as evidenced by Statement of Intent to Register (SIR) and enrollment data.

• Increase institutional and state investment in UC graduate and faculty diversity efforts.

As this report describes, the Diversity Pipeline Initiative has contributed to increased applications and enrollment to UC, expanded awareness in communities about the role UC plays in public education, and new investment for UC to enhance faculty diversity. A key component of the DPI has been the role of community and university leaders in providing advice and guidance through the President’s Advisory Community on the African American Presence (PACAAP) at the University of California, the University of California Black Administrators’ Council (UCBAC), and through consultation with students from the Afrikan Black Coalition (ABC). (See Appendix 1 for an infographic of the initiative.)

• Admission of African American students in fall 2016 was up by 30.6 percent from fall 2015.

• 44 percent of fall 2017 California freshman applicants were from underrepresented minority (URM) backgrounds.

• A record 34 percent of fall 2015 California freshmen entering UC were from URM backgrounds.

• 37.7 percent of California freshman SIRs in fall 2016 were from URM backgrounds.

• UC college-prep programs saw a 12.7 percent increase in African American student enrollment.

• UC saw increased investment, with $2.6 million in new funds to support community college students, $2 million for faculty diversity and $20 million to support prospective and current URM and low-income undergraduates from targeted schools.

More work needs to be done to develop prospective donors for middle-class scholarships, and in-state investment in graduate education and faculty diversity.

Next steps include expanding fundraising efforts, continuing those outreach services that have proved to have had a measurable impact, expanding programs to reach more high-achieving students, implementing partnerships with other educational organizations and institutions, and building on our foundational work with community organizations and churches to advocate for resources that support greater undergraduate student, graduate student and faculty diversity.
2016–17 Goals and Outcomes

Goal 1: Increase Undergraduate Underrepresented Minority (URM) Applications

To achieve the DPI goal of increasing URM applications to the University of California, and in alignment with the recommendations in the faculty study, the university implemented a new marketing campaign targeted to URM communities generally and to African American students, families and communities specifically.

UC campuses undertook expanded informational outreach to high schools, much of which was supported by new, one-time state funds earmarked for supporting students enrolled at the Local Control Funding Formula “plus” (LCFF+) schools.1

The campuses and the Office of the President collaborated to provide Achieve UC informational events at schools, community colleges, and community- and faith-based organizations statewide. University leaders participated extensively in these events, and President Janet Napolitano sent a letter to UC-eligible outreach program participants, encouraging them to apply and sharing information about UC’s generous financial aid programs.

The Office of the President expanded its relationship with ethnic media to share information about admissions and financial aid, and the president and other senior leaders held listening sessions in communities with large African American populations.

Because community organizations, nonprofits and alumni groups contribute to students’ perceptions of UC, partnerships were expanded through the DPI to ensure that such organizations have maximum access to information and resources, which include updated resource guides and a revamped internet portal, http://achieve.universityofcalifornia.edu.

Outcomes to Date

Between fall 2016 and fall 2017, URM freshman applications increased by 4,222 (9.4 percent), with:

- African American freshman applications increasing by 330 applicants (5.0 percent),
- American Indian freshman applications increasing by 8 applicants (1.2 percent) and
- Chicano/Latino freshman applications increasing by 3,884 applicants (10.3 percent).

Between fall 2016 and fall 2017, URM transfer applications from California community colleges decreased overall by 121 applicants (1.1 percent), with:

- African American transfer applications decreasing by 72 applicants (4.0 percent), which is roughly on par with the overall trend,
- American Indian transfer applications decreasing by 31 applicants (12.3 percent) and
- Chicano/Latino transfer applications decreasing by 18 applicants (0.2 percent).

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1 High schools whose total enrollment of unduplicated pupils who are either classified as (a) English learners, (b) eligible for a free or reduced-price meal or (c) identified as foster youth comprises more than 75 percent of the schools’ total enrollment.
Between fall 2016 and fall 2017, combined URM applications from California residents increased overall by 4,101 applicants (7.4 percent), with:

- African American applications increasing by 258 applicants (3.1 percent),
- American Indian applications decreasing by 23 applicants (11.5 percent) and
- Chicano/Latino applications increasing by 3,866 applicants (8.3 percent).

UC applicants from California public high schools have grown increasingly diverse in the last five years (fall 2011 to fall 2015), primarily due to an increase in both the number and rate of applications from Chicano/Latino graduates. Chicano/Latino graduates now comprise more than 1 out of 3 applicants from California public high schools and are the majority, followed by Asian American applicants (roughly 3 out of 10) and White applicants (roughly 1 out of 4). As shown above, UC fell short of reaching its goal of increasing African American applications by 10 percent for the fall 2017 application cycle, primarily due to the marked decrease (2.9 percent) in transfer applications overall.

Other highlights include:

- Applications from Chicano/Latinos, the largest racial/ethnic group among state high school students, grew from 35.8 percent of California applicants last year to 37.2 percent for fall 2017.
- Applicants from low-income families edged up from 39.7 percent last year to 42.4 percent for fall 2017.
- The proportion of applicants who would be the first in their families to attend a four-year college increased from 45.9 percent last year to 46.7 percent this year. (Note: These data are not yet available disaggregated by race/ethnicity.)

Goal 2: Increase Outreach Program Participation by African American and Other URM Students

Outreach program participation is consistently shown to be a positive factor in student application and eventual enrollment at UC. Additionally, outreach program participation is one of the factors considered in comprehensive review of applicants. Increasing program participation, therefore, can positively impact URM — and specifically African American — enrollment at UC.

Through the DPI, UC campuses monitored program enrollment, reporting their outcomes quarterly to the Office of the President, with goals to increase enrollment over 2012–13 baseline enrollment.

In addition, as a component of the DPI, the Office of the President launched the President’s Pre-College Scholars program in 2016 with 1,400 9th- and 10th-grade students. The program added an additional 1,900 students in 2017.

Finally, a collaboration between the California Community College Chancellor’s Office (CCCCCO) and the Office of the President provides $2.6 million in funds to UC admissions and transfer preparation offices for expanded advising services, guidance for students about UC Transfer Pathways, application support and summer bridge programs.
Outcomes to Date

Pre-college outreach programs: Between 2012–13 and 2015–16, URM participants increased by 12,145 (32.5 percent) in UC’s three signature pre-college outreach programs — Early Academic Outreach Program (EAOP); Mathematics, Engineering, Science Achievement Schools Program (MESA) and PUENTE High School Program — with:

- African American participants increasing by 718 students (12.7 percent),
- American Indian participants increasing by 170 students (60.3 percent) and
- Chicano/Latino participants increasing by 11,257 (35.8 percent).

Community college outreach programs: Between 2012–13 and 2015–16, URM participants increased by 1,895 (33.8 percent) in UC’s TransferPrep program, with:

- African American participants increasing by 505 students (61.5 percent),
- American Indian participants increasing by 24 students (31.2 percent) and
- Chicano/Latino participants increasing by 1,366 (29.0 percent).

Between 2012–13 and 2015–16, URM participants increased by 14,040 (32.7 percent) in EAOP, MESA, PUENTE and TransferPrep combined, with:

- African American participants increasing by 1,223 students (18.9 percent),
- American Indian participants increasing by 194 students (54.0 percent) and
- Chicano/Latino participants increasing by 12,623 (34.9 percent).

Progress to date, enrollment targets:

- The UC outreach programs EAOP and TransferPrep are on track to achieve ambitious five-year enrollment goals set for 2016–17, collectively achieving 92.8 percent of their overall enrollment targets by 2015–16.
- In addition, five of the nineteen individual campus programs (Berkeley EAOP, Berkeley TransferPrep, Davis TransferPrep, Santa Barbara EAOP and Santa Cruz TransferPrep) have already exceeded their individual targets. The Student Academic Preparation and Educational Partnerships (SAPEP) outcomes report, which details these advances, will be available in spring 2017.

Final data for AY2016–17 enrollment in UC’s outreach programs, which will be used to evaluate progress toward Goal 2, will be available in November 2017.
Goal 3: Increase Yield of Undergraduate African American and Other URM Admits

The Office of the President, through its Undergraduate Admissions team, conducted a pilot designed to increase the proportion of Eligibility in the Local Context (ELC) in the applicant pool and to increase the admission of students from disadvantaged high schools or LCFF+ schools.

To increase the number of admitted students who accept UC offers of admission, President Napolitano and Provost Aimée Dorr allocated $300,000 in one-time funds to expand yield activities. Funding was used for increasing on-campus visits, yield weekends, senior leadership engagement and target events, and it significantly contributed to direct-yield activities.

The Office of the President, through its Alumni and Constituent Affairs team, raised over $450,000 in new scholarship dollars via the Oakland Promise, which seeks to increase college readiness and enrollment for the Oakland Unified School District, whose student body is primarily URM and/or low-income. The scholarship amount was leveraged by President Napolitano’s initial investment of $10,000.

Outcomes to Date

• Fall 2016 showed several meaningful increases in key demographics, including African American freshman SIRs increasing by 489 students (35.3 percent) and African American transfer SIRs increasing by 237 students (35.2 percent).

• Preliminary results from the pilot include the following:
  • For the ELC-only/LCFF+ applicant pool, over 80 percent of students in this category were admitted by at least one campus.
  • The proportion of URMs admitted in the ELC-only/LCFF+ pool was 67.2 percent.
  • In the ELC-only/LCFF+ pool, there were 2,743 SIRs (from 4,072 admits) for a preliminary SIR rate of 67.4 percent.
  • For the fall 2016 freshman admission cycle for applicants from California high schools, African American admits increased by 811 students (30.6 percent), and Chicano/Latino admits increased by 4,720 students (24.2 percent) over the fall 2015 admission cycle.
  • African American enrollments increased by 485 students (35.9 percent).
  • Campuses will conduct targeted yield activities in spring 2017 using new one-time state funds for student support services. Approximately $400,000 will be directed to expanded yield activities across all nine UC undergraduate campuses.

Final data for fall 2017 UC enrollment, which will be used to evaluate progress toward Goal 3, will be available in February 2018.
Goal 4: Increase Institutional and State Investment in Graduate Education and Faculty Diversity

UC offers a myriad of programs aimed at increasing awareness by African American and other underrepresented students of graduate and professional school opportunities. Activities such as the California Forum for Diversity in Graduate Education, a comprehensive graduate admissions outreach website (http://graduate.universityofcalifornia.edu/admissions) and print materials help foster awareness of graduate education at UC.

A key component of the DPI is the UC-HBCU Initiative, a graduate academic preparation initiative that provides faculty grants to UC principal investigators to bring outstanding undergraduate- and master’s-level students from Historically Black Colleges and Universities (HBCUs) to UC for intensive summer research experiences, follow-up mentoring and support for their preparation and application to graduate school at UC.

The President’s Postdoctoral Fellowship Program (PPFP) is a critical component of UC’s faculty diversity pipeline. PPFP encourages women and minority Ph.D. recipients to pursue research and faculty positions at UC. The program offers postdoctoral research fellowships, professional development, faculty mentoring and eligibility for hiring incentives to approximately 20 outstanding scholars in all fields whose research, teaching and service will contribute to diversity and equal opportunity at UC.

Outcomes to Date

• Currently, 27 Ph.D. students and two M.A. students are enrolled at UC — one Ph.D. and three M.A. students have already graduated — as a direct result of the UC-HBCU Initiative.
• 24 new PPFP fellows joined the UC faculty in 2016, double the usual number.
• UC received a $2 million allocation to support best practices for advancing faculty diversity. Because this one-time funding is intended to create a program of best practices, the Office of the President used a competitive process to fund intensified efforts to hire diverse faculty at three campus-based units: UC Davis Agricultural and Environmental Sciences, UC Riverside Engineering and UC San Diego Engineering. The Assembly budget committee asked for a report in November 2017.
• A new comprehensive website (http://ucop.edu/faculty-diversity) to support systemwide and campus diversity efforts for faculty and other academic personnel has been launched.
• All campuses now have dedicated senior leadership that oversees matters of equity and inclusion, engages the Academic Senate in effecting campus change and spearheads the strategic vision planning related to diversity and inclusion.

Funding graduate education and faculty diversity continues to be a priority for the university, and numerous advocacy efforts are underway to bolster support for additional funding to support these efforts.
Diversity Pipeline Initiative Activities

The DPI comprises informational outreach and marketing strategies, college and academic readiness programs for undergraduates and graduate students, support for campus efforts to improve faculty diversity, and community partnerships, as well as fundraising and advocacy efforts.

Activities are conducted through the Office of the President and on campuses by a number of offices and units. (See Appendix 2 for a listing of DPI partners.)

Informational Outreach and Marketing

The DPI’s informational outreach and marketing activities were aimed at identifying potential UC applicants and enrollees and connecting with students in LCFF+ high schools.

Achieve UC

Achieve UC events included day-long events at high-need high schools for 9th- to 12th-graders and their families. President Napolitano, campus chancellors and UC students delivered inspiring messages, and outreach staff hosted college preparation workshops targeting students by grade. Other Achieve UC events served smaller groups of students and provided focused assistance with the UC application.

The message delivered across these events: UC is open, affordable and available to all students who work hard to get a top-quality UC education. Through these events, UC reached 45,000 students from high-need schools.

A key component of Achieve UC is its associated internet portal. More than 221,000 visits to the Achieve UC website were logged in the critical application months (October–November).

Opportunity Month

In October and November 2016, the Office of the President launched Opportunity Month in collaboration with all 10 UC campuses. This intensive campaign of outreach to students, parents, high school and community college counselors and Californians in general was designed to precede the UC admissions deadline of November 30. The campaign included 29 events at high schools attended by UC regents, chancellors and other leaders and admissions staff members, with a focus on UC’s opportunity equation — a combination of accessibility, affordability and excellence with UC’s role as one of America’s greatest engines of social mobility and significant research.

Personal Insight Questions Video

In August 2016, the Office of the President created an informational video on UC’s new Personal Insight Questions. The video for prospective applicants about how to approach UC’s personal insight questions was targeted at students who are underrepresented, who are the first in their families to apply to college, whose first language is not English, and/or who are from low-income backgrounds. The video has been featured in application workshops and has garnered more than 5,700 views.
**Targeted Marketing**

Concomitant with Achieve UC and Opportunity Month events, the Office of the President initiated a marketing campaign that included:

- A series of six ads that ran for six weeks and focused on the affordability and accessibility message, with an overarching theme of “you belong at UC.” 140 targeted high schools with high African American and Chicano/Latino enrollment and strong potential for growth in application numbers were presented with a mix of mobile, digital and social advertising that was also geo-targeted to reach Californians in the age and ethnic demographic the campaign sought to engage.

- A test run of outdoor posters/bus sides at a handful of schools.

- 1,214 Achieve UC posters (with the message: Dream Big/Work Hard/You Can Achieve UC), distributed in spring 2016 to LCFF+ schools for classroom or corridor displays. In fall 2016, 2,200 more posters were mailed out. They state that:
  - Two out of three Californians who applied to UC got in.
  - 42 percent of UC students will be the first in their families to earn a college degree.
  - More than half of UC students pay no tuition or fees.

- A video featuring President Napolitano was distributed to campuses to be used during the spring 2017 recruitment activities for admitted students.

- A letter from President Napolitano was distributed to more than 2,500 UC outreach program participants admitted for fall 2017, with congratulations and additional information about UC affordability and opportunities.

Achieve UC — in particular President Napolitano’s presence at events and/or statements about UC’s efforts to increase URM enrollment — garnered considerable coverage in the Los Angeles Times, the San Diego Union-Tribune, the Monterey Herald, the Daily Californian and the Davis Enterprise, among others. Examples can be found in Appendix 3.

**College Readiness and Academic Preparation Programs**

The DPI complements UC’s Student Academic Preparation and Educational Partnerships (SAPEP) portfolio of 12 programs that provide academic support and tools for low-income and underrepresented students and their educators. The annual SAPEP highlights report is available online.

**President’s Pre-College Scholars (prospective undergraduate students)**

Another pivotal DPI campaign to increase UC applications and enrollment of talented URM students is the President’s Pre-College Scholars (PCS) program. Beyond fostering college readiness, the intent of PCS is to cultivate relationships with URM students that could ultimately result in their interest and subsequent application to UC.

In spring 2016, the Office of the President invited 1,405 exceptional 9th- to 11th-grade students from URM backgrounds to join PCS.

In 2017, a second cohort of 1,900 students has been invited — triple the original goal of 600 new scholars. The second cohort received a personalized letter from President Napolitano; a certificate of
recognition; online content such as special emails with test and application deadlines; and access to an expanded digital presence. Both cohorts and their parents have been invited to a PCS Facebook page. Social media outreach replaces e-newsletters this year, but the Office of the President will continue to issue special announcements and other informative messages via email, as before. The PCS program will increase outreach by sending UC student ambassadors to relevant schools.

**UC-HBCU Initiative (prospective graduate students)**

For aspiring graduate students, the UC-HBCU Initiative seeks to improve the representation of African Americans in UC graduate programs — particularly Ph.D. programs — by investing in relationships and efforts between UC faculty and Historically Black Colleges and Universities (HBCUs). Through the UC-HBCU Initiative, UC faculty actively engage in collaboration and cooperation with faculty and students at HBCUs. Since summer 2012, UC has hosted 317 HBCU student scholars across nine UC campuses.

**Faculty Diversity**

Many campuses have faculty development programs in place that assist early-career faculty in their progress toward tenure. Programs are in place that recognize faculty who are engaged in research focused on issues such as race, gender and multiculturalism. Programs also recognize faculty who have demonstrated a commitment to issues of social, educational and economic justice, as evidenced by their record of teaching and service.

The Office of the President is supporting campus leaders in their efforts to advance the university’s goals of hiring and retaining a diverse faculty that more closely resembles the diverse population of California.

**UC Recruit**

UC Recruit serves as the online recruitment system for all UC faculty positions, and it has been designed to collect new data about who is in the candidate pool, which candidates are finalists and who is hired. All data are collected to understand the role of gender, race and ethnicity in the recruitment process.

**Linking Leaders in Support of Faculty Diversity**

In 2017 the senior academic leaders of the university convened to discuss new actions they can take on their campuses to improve faculty diversity. Among the topics discussed included more strategic ways to deploy candidate diversity statements, more effective incentive programs, expanded academic leadership institutes and greater accountability by deans and other hiring authorities about candidate diversity.
Community Partnerships

Community organizations, nonprofits and alumni groups play an important role in how students and faculty perceive the University of California. Engaging community leaders as “critical friends” and advisers to UC, collaborating with churches with predominantly African American congregations, and creating partnerships with community-based organizations help to address misperceptions about the university and to support future advocacy efforts by communities on behalf of the university.

Community Advisory Groups

In 2016, the Office of the President created the President's Advisory Committee on the African American Presence (PACAAP) at UC, which provides input to UC leadership on approaches to African American preparation, retention and overall participation in UC. The advisory committee comprises community and business leaders and UC faculty, alumni and administrators. There are two regional (southern and northern) committees, and membership comprises representatives from organizations including the California Black Chamber of Commerce, California Black Media Association, College Board, Council of African American Parents, Urban League (Los Angeles, San Diego, Sacramento), Los Angeles Unified School District and Compton Community College District.

Black Churches in California

In summer 2016, UC joined with Los Angeles-area churches whose congregations were predominantly African American, offering college advising, academic preparation workshops and other forms of college-readiness support for their members. Some of the informational sessions were for younger students, from K to 8th grade. In all, these initial church partnership activities reached 150 students. The churches were:

- Bethany Baptist Church, Los Angeles (with additional support from STEM Academies and the California Subject Matter Project)
- Mt. Sinai Missionary Baptist Church
- Macedonian Church of Los Angeles
- Greater Zion Church Family
- West Angeles Church of God in Christ

In the fall, seven UC campuses participated in a First African Methodist Episcopal (FAME) church fair, whereby 500 students received college information and participated in college preparation workshops, games or other activities. Planning is underway to extend faith-based efforts by UCLA.

Boys & Girls Clubs of America

In September 2016, UC announced a formal partnership with the Boys & Girls Clubs of America (BGCA). In the partnership, UC campuses and local clubs work together to improve the college enrollment and career readiness of California youth from under-resourced communities through planned workshops, consultation and resource sharing. The effort is being piloted on three UC campuses in partnership with three BGCA sites: UC Merced and BGCA Merced, UC San Francisco and BGCA San Francisco, and UCLA and BGCA Pasadena.
Education Partnerships

The Office of the President has developed and/or expanded its partnerships with education institutions and organizations to support student and faculty diversity pipeline efforts through collaborations and shared services.

- The **Umoja Community Education Foundation** has partnered with UC to prepare a community of approximately 4,000 mostly African American California community college students to transfer to UC. The partnership includes UC-readiness support, professional development for Umoja educators and events and workshops for students.

- **uAspire** is working with 450 11th-grade students at three campuses (UC Davis, UCLA and UC Riverside) who receive workshops and financial aid advising through text messaging as part of the uAspire program pilot.

- **Beyond 12**, a mobile college coaching organization, provided its MyCoach mobile application to 287 students at UC Irvine, 160 students at UC Santa Barbara and about 200 students at UC Berkeley. This app provides personalized messaging and coaching to college students from historically underrepresented backgrounds, to help them navigate the transition to college.

- A **UC-CSU Doctoral Diversity Initiative**, currently in development, will help create more pathways to UC graduate programs for underrepresented students from CSU’s 23 campuses. This initiative is modeled after the UC-HBCU Initiative and will encourage UC faculty partnerships with CSU faculty to facilitate greater participation by CSU students in summer research programs at UC campuses and, ultimately, enrollment in UC graduate academic programs, particularly Ph.D. programs.

- A new **UC-NIH** partnership, when fully implemented, will address equity and inclusion in the biomedical sciences, including new hiring and training practices for postdoctoral fellows and new practices that address the low transition rate of underrepresented minorities into biomedical science faculty positions.
Future Plans and Next Steps

The DPI will continue its committed efforts to open doors to UC for California K–12 and community college students from underrepresented minority (URM), first-generation-college and/or low-income backgrounds. This includes continuing the efforts outlined herein and launching new and creative efforts to increase applications, participation in college-readiness opportunities and, ultimately, the enrollment of these students.

Future plans are as follows:

• Prioritizing industry support for the initiative now that some initial outcomes have been achieved
• Expanding informational outreach and marketing to more community organizations and, further, to include more community colleges as part of the CCC-UC Transfer Partnership
• Equipping community leaders to serve as advocates for UC
• Expanding education and training opportunities for UC staff and faculty who are engaged in diversity pipeline efforts, including continuing to foster UC-wide awareness of the Guidelines for Enhancing Diversity at UC in the Context of Proposition 209, which were developed and disseminated beginning in 2015
• Supporting collaborations with national agencies (e.g., National Institutes of Health) that can help foster greater participation in graduate education for underrepresented undergraduate students and greater retention among underrepresented graduate students and faculty
• Developing strategies within the DPI to address retention and climate for students and faculty, including providing guidance to campuses on using findings from climate surveys and other instruments to improve campus climate, culture and inclusion
• Supporting advocacy and other efforts that can result in greater investment in graduate education, opportunities to extend the hiring incentive to all PPFP fellows who are offered UC faculty positions, expansion of UC-HBCU faculty grant opportunities and development of new doctoral diversity initiatives
Appendix 1: Infographic

UC’s Diversity Pipeline Initiative
2016–17 Summary

ACTIVITIES

35 scholars selected for the President’s Postdoctoral Fellowship Program
650 students and families served at African American churches
3,300 high-achieving students invited as Pre-College Scholars
45,000 students reached at Achieve UC events from high-need schools

+ other partnerships:

Beyond 12
Boys & Girls Clubs of America
Destination College Advising Corps
Oakland Promise

President’s Advisory Committee on the African American Presence at the University of California
uAspire
Umoja Community Education Foundation

PROGRESS

Record-breaking shares of CA freshmen who identify as African American, Chicano/Latino or Native American
34% fall 2015 enrollment

38% fall 2016 Statements of Intent to Register (SIRs)

29 grad students enrolled at UC through UC-HBCU Initiative
2 M.A.
27 Ph.D.

$2 million to hire diverse faculty at three campuses

UCD
UCR
UCSD

DIVERSITY AND ENGAGEMENT | MAY 2017
Appendix 2: Diversity Pipeline Initiative Partners

University of California Office of the President
- Academic Personnel and Programs
- Diversity and Engagement
- President's Executive Office
- Public Affairs
- Research and Graduate Studies
- Student Affairs

UC Campuses
- Afrikan Black Coalition (ABC)
- Community College Transfer Preparation (TransferPrep)
- Destination College Advising Corps
- Early Academic Outreach Program
- Office of Undergraduate Admissions
- Student Initiated Programs
- University of California Black Administrators’ Council

Community-Based Organizations
- Beyond 12
- Boys & Girls Clubs of America
- East Bay College Fund
- uAspire
- Umoja Community Education Foundation

Other Community Partners
- Bethany Baptist Church
- Consulate General of Mexico — Sacramento
- First African Methodist Episcopal (FAME)
- Greater Zion Church Family
- Macedonian Church of Los Angeles
- Mt. Sinai Missionary Baptist Church
- President's Advisory Committee on the African American Presence at the University of California
- Oakland Promise
- Univision
- West Angeles Church of God in Christ
Appendix 3: Achieve UC Media Coverage

San Diego Tribune: UCSD recruits future Tritons at SD High
Feb. 10, 2016

UCSD News Center: Hundreds of Prospective Students Encouraged to Pursue Their Educational Dreams
March 17, 2016
http://ucsdnews.ucsd.edu/feature/
hundreds_of_prospective_students_encouraged_to_pursue_their_educational_dreams

Orange County Register: UCI outreach to Santa Ana schools pays off
May 27, 2016
www.ocregister.com/articles/students-717318-santa-uci.html

LA Times: UC expands its recruiting efforts targeting black and Latino students
May 31, 2016

LA Times: How UCLA is boosting campus diversity, despite the ban on affirmative action
June 23, 2016

UC Newsroom: Giving LA youngsters a math and science boost
July 18, 2016

UC Newsroom: UC partners with Boys & Girls Clubs to open college doors for California teens
Oct. 4, 2016

Santa Cruz Sentinel: Achieve UC inspires students at Watsonville High School to pursue higher education
Oct. 26, 2016
www.santacruzsentinel.com/article/NE/20161026/NEWS/161029709

UC Newsroom: UC leaders tell California students: A world-class education is within your reach
Oct. 27, 2016
www.universityofcalifornia.edu/press-room/uc-leaders-tell-california-students-world-class-education-within-your-reach

Daily Cal: Napolitano, university leaders to visit high schools next month to increase UC applicant pool
Oct. 31, 2016
www.dailycal.org/2016/10/31/napolitano-university-leaders-to-visit-high-schools-next-month-to-increase-uc-applicant-pool/
East County Today: Janet Napolitano Visits With Antioch School District Counselors, Students
Nov. 2, 2016
http://eastcountytoday.net/janet-napolitano-visits-with-antioch-school-district-counselors-students/

UC Newsroom: UC president rallies teens to aim for a UC education
Nov. 3, 2016

KPCC: UC doubling outreach to underrepresented communities
Nov. 7, 2016

The Aggie: Achieve UC program encourages students to apply to UCs
Nov. 20, 2016
https://theaggie.org/2016/11/20/achieve-uc-program-encourages-students-to-apply-to-ucs/

Davis Enterprise: UCD takes its show on the road to Pioneer High
Dec. 2, 2016
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