



April 6, 2022

Dear Members of the California Congressional Delegation:

The University of California (UC) is the state's primary academic research institution, serving more than 285,000 students, 227,000 faculty, staff, and other academics, and more than two million living alumni. Eight of the ten campuses of the University of California serve as Research 1 (R1) institutions and four UCs are designated R1 Hispanic-Serving Institutions (HSIs). As you begin work on the FY 2023 appropriations, we urge you to support an initiative to increase the number of Hispanic students in California and across the nation who pursue doctoral degrees and enter academia.

UC is committed to providing access to higher education for California students and particularly our state's Hispanic students. The most recent figures show that 43 percent of all undergraduate students attending community college and public universities in California, and 25 percent of all UC undergraduates, are Hispanic. Last year the UC Hispanic-Serving Institutions (HSI) Initiative demonstrated enrollment numbers for Hispanic students surging, especially at UC's HSI campuses. It has been noted, however, that fewer than 6 percent of Ph.D.s are being awarded to Hispanics nationwide. Our efforts will continue to grow and support Hispanic students at our campuses, and our focus now expands to developing Hispanic faculty, who make up less than 5 percent of the total across the nation.

To that end, our campuses have joined an alliance of 20 R1 HSI universities from across the nation that has the goal to double both the number of Ph.D.s granted to Hispanic students and the number of Hispanic graduates entering academia.

To achieve this worthy goal, we call on the California congressional delegation to support funding of \$20 million within the Fund for the Improvement of Postsecondary Education (FIPSE) at the U.S. Department of Education for the creation of a pilot program designed to increase Ph.D. attainment within HSIs. Alliance member campuses in 2020 awarded 9.2 percent of Ph.D.s to Hispanics, versus just 5.7 percent nationwide among R1 HSIs. When considering only STEM degrees, the numbers drop to 5.5 percent at R1 HSIs and 3.9 percent nationwide.

Combined with proven UC R1 HSI strategies, the *Alliance of Hispanic Serving Research Universities* (HSRU) will invest the funding to "...support the development and testing of new models of cross-institutional intellectual, research, and resource-sharing communities, create mentorship programs for Ph.D. students, support graduate research experiences, and other uses associated with the pursuit of Ph.D.s by Hispanic Students."

As currently proposed, the program would fund a consortium of R1 HSIs in order to align and amplify proven strategies and academic opportunities for Ph.D. students who have historically been underrepresented in these

programs. Such measures would include: common professional development curriculum, mentoring through milestones, and stipends for students to travel within the consortium for additional research, training, or courses.

Recruitment into graduate programs would be seeded with the alignment of research experiences at the undergraduate level and the formation of a diverse cohort of students who would progress through the graduate school experience together. The establishment of a consortium would also involve designated coordinators at each campus to oversee program management and student support activities. Ultimately, the success of the program at these institutions will be used to create a formula that can be replicated at or expanded to other, less research-intensive universities.

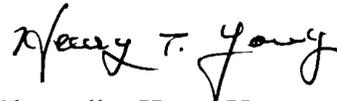
We strongly believe that our institutions are well-positioned to address this gap in educational attainment, create a new and expansive pipeline of diverse academic talent, and with the support of the proposed program will ultimately become the models for greater Hispanic student Ph.D. attainment throughout the country.

Our campuses have a strong record on matters of diversity and inclusion, and this funding will amplify and align our efforts to expand the pipeline of academic talent for California and the nation's Hispanic student community, with the ultimate goal of making this initiative the model across the nation.

Respectfully,



Chancellor Howard Gillman  
University of California, Irvine



Chancellor Henry Yang  
University of California, Santa Barbara



Chancellor Kim Wilcox  
University of California, Riverside



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