

**University of California-
Hispanic Serving Institutions Doctoral Diversity Initiative
UC-HSI DDI**

UC President's Pre-Professoriate Fellows

Overview

The University of California-Hispanic Serving Institutions Doctoral Diversity Initiative (UC-HSI DDI) effort is designed to enhance faculty diversity and pathways to the professoriate for underrepresented students from California Hispanic Serving Institutions (HSIs). The UC-HSI DDI program includes two components—

- **Competitive grant awards** to UC faculty/faculty administrators that will support short-term and long-term programs/projects to enhance and expand pathways to the professoriate for underrepresented minorities, with a goal to increase faculty diversity and inclusion at UC.
- **Funding to support graduate student preparation for the professoriate.** Specifically, there are resources to help support a limited number of PhD students, who are California HSI alumni and have advanced to candidacy at UC (Pre-Professoriate Fellows) to foster their interest and preparation for the professoriate; and additional professional development outreach and support for underrepresented PhD students with a goal to encourage and help equip them to consider careers in the professoriate.

Pre-Professoriate Fellows Student Funding Structure and Award Parameters

Annually, *each* UC graduate division will coordinate a process to identify and select three PhD students who have advanced to candidacy to be named *UC President's Pre-Professoriate Fellows*. The graduate divisions will be responsible for processing and administering the fellowship awards, in partnership with UC's Office of the President Graduate Studies, using guidelines established by the Initiative.

Campuses/UCOP will adhere to the Following Guidelines:

- Each graduate division will name three (3) UC President's Pre-Professoriate Fellows each spring with the award applied the following academic year.
- Fellows must have advanced to candidacy *prior* to being nominated for the fellowship.
- Fellows will receive a \$37,000 stipend for one academic year (timing of fellowship determined by the graduate divisions).
- Graduate divisions will also receive a \$10,000 grant to administer for *each* fellow for use during their PhD tenure for professional development opportunities that will expose, prepare and inspire fellows to pursue the professoriate. The campus will determine a user-friendly process for fellows to access funds in support of these goals.
- In addition to the one-year fellowship and fellow's professional development fund, graduate divisions will receive funding support for professional development opportunities of approximately \$8,000 per fellow. These funds will be provided to each graduate division to be used within a five-year period. Professional development funds will be transferred to graduate divisions following the spring award process.

While these funds are calculated on a per fellow basis, these funds are *not* to be allocated specifically to the fellows. With these professional development resources, graduate divisions are to provide particular interventions and efforts supporting professoriate development and/or preparation aimed at underrepresented scholars (some efforts may target fellows while others should *not* be exclusive to fellows; the goal is to target a broader group of underrepresented students). Each graduate division must indicate a broad plan/strategy for supporting pre-professoriate professional development targeted at underrepresented students, but also ensure these opportunities are open to all students.

Campus Criteria for Selecting Fellows

- Must be exceptional students (as demonstrated by their research achievements).
- Must have received their bachelor's or stand-alone master's degree (not a master's en-route to a PhD) from a California Hispanic Serving Institution (CA HSI)—public or private. As of January 2022, students that transferred to UC from a federally designated HSI California Community College are also eligible if the student completed 24 semester units (or quarter equivalent).
- Must have advanced to candidacy *prior* to being nominated for the fellowship.
- Must have letters of support from Faculty Advisor(s) that address the student's performance and potential as an exceptional academic, and comment on the likelihood that the student will pursue a professoriate path after receiving their PhD.
- Must have a demonstrated record of advancing issues of inclusion, equity, and diversity; actively supporting underrepresented communities; and shows a commitment to pursuing these efforts throughout their career.

Guidelines to the Graduate Divisions for using Professional Development Support

When graduate divisions use the professional development funds (those not tied to a particular fellow) to provide particular interventions and efforts to support professoriate development or preparation for fellows and other underrepresented minorities, the following is a sample list of activities that are consistent with the goals of the program:

- Supplemental training on methodologies/research
- Teaching philosophy trainings and development efforts
- Preparation for academic interviews and job talks
- Grant proposal writing
- Preparation for submitting successful post-doc applications/proposals
- Public speaking/conference presentation preparation