

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

UC President's Pre-Professoriate Fellows

Overview

The University of California (UC)-Hispanic Serving Institutions (HSI) Doctoral Diversity Initiative (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 two 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 two (2) 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 selected for the fellowship.
- Fellows will receive a \$30,000 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 her/his 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 undergraduate or master's degree from a California Hispanic Serving Institution (CA HSI)—public or private.
- Must have advanced to candidacy *prior* to being selected 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