



University of California-  
Historically Black Colleges and  
Universities Initiative (UC-HBCU)

REQUEST FOR PROPOSALS  
2024-2025

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# University of California - Historically Black Colleges and Universities Initiative UC-HBCU

## Request for Proposals (RFP) 2024-2025

### PURPOSE: The Purpose of the UC-HBCU Initiative

To maintain its reputation as a premier research and teaching institution, the University of California seeks to attract scholars who reflect the people of California, the nation and the world. In 2007, the Regents of the University of California adopted, as policy, a Diversity Statement which reads, in part:

*Because the core mission of the University of California is to serve the interests of the State of California, it must seek to achieve diversity among its student bodies and among its employees. The State of California has a compelling interest in making sure that people from all backgrounds perceive that access to the University is possible for talented students, staff, and faculty from all groups.*

*Diversity should also be integral to the University's achievement of excellence. Diversity can enhance the ability of the University to accomplish its academic mission.*

*The University particularly acknowledges the acute need to remove barriers to the recruitment, retention, and advancement of talented students, faculty, and staff from historically excluded populations who are currently underrepresented.*

To that end, UC places a priority on enrolling scholars from historically underrepresented populations. African Americans/Blacks continue to be underrepresented in UC Ph.D. programs. The five-year average (2019-2023) for enrollment of African Americans in UC academic doctoral programs is 4.2%. In an effort to improve the representation of African Americans/Blacks in its Ph.D. programs, UC is investing in efforts that cultivate relationships with communities and institutions that produce African American graduates from high schools, colleges and universities. UC is investing in such collaborations to demonstrate its commitment to inclusive excellence and to make meaningful and sustained progress in addressing longstanding inequities in access to UC.

The goal of the initiative is to increase the number of scholars from HBCUs enrolling in and completing UC academic doctoral programs and to support faculty and departmental efforts to improve environments of academic programs in which all scholars work. The UC-HBCU Initiative is designed to support any HBCU student selected, based on faculty criteria, irrespective of race, ethnicity, national origin, sex or gender identity. Participating students must be currently enrolled in an HBCU and expected to enroll in the fall term following their UC summer internship

(i.e. they should not be graduating prior to their summer internship). Exceptions may be made for special circumstances.

### PEOPLE: People Critical to the Success of the UC-HBCU Initiative

The UC-HBCU Initiative is one mechanism, among many, in support of UC's commitment to inclusive excellence. The Initiative encourages faculty and departments to develop ongoing relationships with their counterparts at HBCUs that will aid or complement their own research interests. The UC Office of the President recognizes such relationships are best cultivated at the faculty-to-faculty level amongst interested parties at various campuses. Faculty members at Historically Black Colleges and Universities and at the University of California are vital to the success of this initiative.

Through this initiative, UC faculty play a critical role in reinvesting in UC-HBCU relationships. Historically Black Colleges and Universities are a diverse resource for intellectual collaborations and partnerships and offer great potential for enhancing the diversity of UC graduate application and enrollment pools. There are more than 100 Historically Black Colleges and Universities, as defined by the Higher Education Act of 1965. A link to information on Historically Black Colleges and Universities, including a downloadable state-by-state list with institutional website links can be found at the [Graduate Studies UC-HBCU Initiative website](#) (under **About HBCUs**).

Participation in the UC-HBCU Initiative represents the type of work the University highlights as important in the appointment and promotion review process for faculty. It is also vital to the University's commitment to equity, inclusion and excellence. The Initiative is in direct support of Appointment and Promotion review and appraisal criteria as established in the Academic Personnel Manual (APM 210): <https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/appointment-and-promotion/index.html>

APM 210 reads in part:

*The University of California is committed to excellence and equity in every facet of its mission. Teaching, research, professional and public service contributions that promote diversity and equal opportunity are to be encouraged and given recognition in the evaluation of the candidate's qualifications. These contributions to diversity and equal opportunity can take a variety of forms including efforts to advance equitable access to education, public service that addresses the needs of California's diverse population, or research in a scholar's area of expertise that highlights inequalities. Mentoring and advising of students or new faculty members are to be encouraged and given recognition in the teaching or service categories of academic personnel actions.*

Staff in administrative units and departments on UC campuses and HBCUs that support the academic preparation and ongoing development of students at their home campuses and on UC campuses are essential to ensuring that students receive the most appropriate preparation and guidance in support of their academic goals. Campus Graduate Divisions and Undergraduate Research Centers are examples of critical campus partners for faculty projects.

### IMPACT: Impact of the UC-HBCU Initiative

Faculty and departments competing for funding have great potential to impact the educational landscape of UC graduate programs. The initiative seeks to encourage greater participation of HBCU students in UC research opportunities, with the goal of encouraging and facilitating more graduate school applications from HBCU scholars and increasing their enrollment in UC Ph.D. programs.

The Initiative is proving impactful. Since the Initiative's first summer of 2012, 994 HBCU students (at various stages in their academic career- from sophomore to master's- level students) have participated in summer research internships as part of the UC-HBCU Initiative. All 10 UC campuses are active in the initiative. Three hundred and ninety-seven UC-HBCU students have applied to UC graduate programs thus far and 202 have been admitted. To put this success in context, Ph.D. yield rates for African Americans generally at UC is around 41%, while the average for UC-HBCU enrollees is 84%.

In addition to student enrollment, the Initiative is facilitating greater faculty collaborations and connections between UC and HBCU faculty such as research engagement, course development and additional funding opportunities.

There are currently 82 Ph.D. students enrolled across ten UC campuses as a direct result of this initiative, 67% are in STEM fields and 33% are in Social Sciences and Humanities. Forty-three Ph.D. students have graduated. The Initiative is credited with creating wider engagement and awareness at HBCU partner institutions of opportunities for graduate study at UC, and has attracted applicants who have not participated in the program. In addition, the Initiative is proving impactful in helping UC's effort to diversify the professoriate. Sixteen percent of Ph.D. recipients, from the Initiative, hold tenure-track faculty appointments.

### **ENROLLING UC PHD STUDENTS: UC's Funding Commitment**

A critical goal of the Initiative is to have more HBCU alumni complete UC Ph.D. programs. Thus, increasing awareness about and access to UC and its incredible research enterprise is important. To facilitate this goal, UC will waive the application fee for UC-HBCU Initiative alumni who apply to any of UC's over 700 academic graduate programs at any or all of our 10 campuses. If admitted to a UC Ph.D. program, they are eligible to receive competitive funding packages.

UCOP requires that these students be offered at least five years of funding support, upon admission (unless the Ph.D. program has a normative time of four years). This five-year offer, the UC-HBCU Initiative Fellowship, is a cost-share award package (tuition and fees and stipend/salary support). The funding is cost-shared by the UC Office of the President and the relevant campus and/or program.

UCOP will provide one year of fellowship support (including NRST, if applicable) and require the campus/program to provide at least four years of support (which may be any combination of fellowship, GSRship and/or TAsip). Enrolled students will receive \$5,000 professional development funds from UCOP as well as a \$3,000 living supplement/transition award in year one. The UCOP portion of this award is not contingent on employment or expectation of service to the University. In addition, resources are being dedicated to provide programmatic support to help facilitate the wellness and success of Fellows.

For funding eligibility, students must apply within 10 years of completing their UC-HBCU summer internship. Fellowship funding commitment is dependent on availability of funds.

#### **PROGRAM: Program Overview:**

Graduate Studies in the department of Graduate, Undergraduate and Equity Affairs invites proposals from UC faculty members at any of the ten campuses to work with undergraduate and master's-level research scholars from Historically Black Colleges and Universities. Funds will be awarded competitively to support student summer research internships as well as other collaborations or opportunities that serve the goals of the Initiative. Thus, efforts should be aimed at encouraging enrollment of HBCU scholars in UC graduate programs, particularly Ph.D. programs. Grants are available to Principal Investigators in all disciplines.

Funds may be used in different ways to achieve the goals of increased representation, including bringing students to UC campuses for summer research programs, developing web-based tools that allow ongoing collaborations between HBCU students and UC faculty, and travel or meetings to establish or enhance collaborations with HBCU students and faculty. Initiative efforts designed to sustain long-term collaborations between UC and HBCU departments will be given high priority in the review process.

#### **AWARD TYPES**

**Summer Research Internship Support Grant:** One-year grant to support HBCU students who will conduct summer research at a UC campus in summer 2026. This funding may support such activities as fieldwork, laboratory research, literature review, social science data analysis, historical research, paper preparation or other training activities. A one-year internship grant may be useful to help determine whether the faculty or the department is ready to commit to the longer-term effort needed to facilitate lasting program change.

**Summer Research and Graduate Admission Pathways Grant:** Three-year grant to support students conducting summer research at a UC campus in 2026 as well as 2027 and 2028 (summer research funds are dependent on annual confirmation of student participants and research plan by established deadline). Summer research internship funding may support such activities as fieldwork, laboratory research, literature review, social science data analysis, historical research, paper preparation or other training activities. Graduate admission pathways funds are designed to encourage development of long-term efforts to increase the number of HBCU students applying to and thriving in UC Ph.D. programs and strategically facilitate improved program climate, particularly for faculty and students from underrepresented backgrounds.

**Small Research Grant:** Grant awards up to \$50,000 to be used for research projects designed to improve inclusion and the experience of UC-HBCU students generally, and Black students in particular, enrolled in UC Ph.D. programs. Research may focus on a myriad of topics related to this goal, including program/department climate, faculty behaviors - accountability and incentives, the impact on scholarship and experiences that lack substantive inclusion of Black scholars, inequities in program trends, including faculty/researcher behavioral influences and student outcomes, understanding and improving effective mentoring of Black students and other students of color, etc. Research may focus on students within particular UC programs, departments, schools, colleges and/or campus(es). Research ideas are not limited to stated examples, however, projects must address the goal stated above.

**NOTE:** PIs for Small Research Grants are not eligible for summer salary support and grant projects are not required to have summer research experiences for students or an HBCU partner. The project plan may include research interns (UC and/or HBCU) and HBCU partners if they are in support of the project research plan. Grantees may or may not have received a previous UC-HBCU Initiative grant. PIs for small research grants must also be Academic Senate faculty as noted below but may represent an administrative unit or department rather than an academic program or area. Thus, PIs for small research grants may represent an administrative unit or an academic program/area.

## APPLICATION ELIGIBILITY

**Academic Senate Faculty in any discipline at any of the ten campuses of the University of California** - Applications should highlight the specifics of the faculty member's commitment to the Initiative efforts and HBCU faculty partner(s). All HBCU partners must be from congressionally defined HBCUs (per the Higher Education Act of 1965). Before applying, please check the list of congressionally defined Historically Black Colleges and Universities for eligible partner institutions. A link to the list may be found at this [website](#).

In articulating faculty commitment, the goals of the project should be addressed, as well as specific activities that will be undertaken to accomplish the goals, and key personnel involved.

**Only one person may serve as PI.** Faculty members at different UC campuses are welcome to form a collaborative effort and submit one proposal. The proposal should demonstrate the integrated nature of the partnership. In the case of multi- or cross-campus applications, co-applicants must identify a Principal Investigator (PI) for the project. Per UCOP policy, only one person may serve as PI; co-applicants may serve as co-investigators. However, for purposes of faculty promotion and tenure, a PI/campus may wish to officially recognize the effort and role of a co-principal investigator. Awarded PIs should contact UCOP for more information. *Proposal partners, other faculty mentors and initiative support at UC or at the HBCU are not required to be Academic Senate Faculty.*

**Departments/Academic Programs** - Applicants must identify a PI. If multiple academic programs/departments are collaborating, co-applicants must identify a Principal Investigator (PI) for the project. Only one person may serve as PI; co-applicants may serve as co-investigators. Department or academic program proposals must also identify at least one lead UC faculty member (in addition to the PI), as well as indicate the specific role of the program/department chair and identify at least one specific HBCU faculty member/department partner with whom the program will work. *Proposal partners, other faculty mentors and Initiative support at UC or at the HBCU institution are not required to be Academic Senate Faculty.* Proposals that represent a clearly defined program-wide or department-wide commitment tend to compete well. Promising practices for such proposals include:

Providing structured layered and/or team mentoring for interns (defined mentoring and research instructional roles for graduate students, postdocs and faculty working with the summer interns and in supporting them beyond their UC summer experience). The goal is to provide broad yet comprehensive support and resources to best support the success of visiting interns while maximizing the benefit of the project for the academic program and UC.

*Faculty from departments offering the terminal degree Master of Fine Arts are eligible to apply on behalf of increasing the number of HBCU scholars enrolling in UC MFA programs.*

**Collaboration with existing summer research programs** - If a campus offers sponsored summer research programs through its Graduate Division or other offices, grant applicants should **strongly consider** partnering with them to assist with co-academic programming, admission application preparation guidance, and logistical program support. All of these aspects are important in providing students with an overall positive summer research experience. PIs must indicate how co-academic programming, housing and travel arrangements, stipend payments, and social and support networking/activities will be addressed. Faculty members or departments may choose to submit a proposal in partnership with the campus Graduate Division or another administrative office. If co-academic programming, summer visit coordination, social support, funds management and general programmatic support are needed beyond what individual faculty PIs or a department can sustain, such campus-based collaboration is **strongly encouraged** as it can strengthen proposal competitiveness. Such partnership arrangements should be clearly indicated in the proposal's project plan.

**Sustainability and proposals from previously funded projects** - One of the goals of the Initiative is to facilitate sustainable change across UC graduate programs. Pathways projects that have been previously funded by the Initiative may apply for additional cycles of funding; however, renewals are not automatically granted. To be competitive, proposals from previously awarded projects will need to demonstrate project success, enhancement of the original project and articulate a commitment and plan to seek alternate funding during the additional grant period, to ensure sustainability after the grant expires. Such proposals should include a letter of support from the HBCU partner endorsing the work accomplished in the first grant; the letter should provide substantive insight into the project and its outcomes. The committee will also look for evidence that the project is beginning to achieve notable improvements within the academic program(s), particularly regarding cultural practices and norms, in addition to inclusion.

## **ALLOWABLE EXPENSES**

Principal Investigators (except those from UCSF; PIs from the San Francisco campus please see the next paragraph) may include 1/9 summer salary to support their efforts during the summer. Only the PI is eligible for summer salary. **Co-Investigators are not eligible for summer salary.** Faculty in the humanities, arts, behavioral science or social science (HABSS), who do not request summer salary may include a PI research account allocation as part of the project budget (up to \$1,000 for a Summer Research Internship Support Grant and up to \$1,500 for a Summer Research and Graduate Admission Pathways Grant). This allocation to the PI's research account may be included as part of the annual budget and may be used to support research expenses associated with the initiative project or other research needs. Faculty may include either summer salary or research account allocation, but not both. Whatever is being requested should be clearly noted in the project budget. Mentor research account resources may also be granted to UC faculty serving as mentors to visiting HBCU summer interns.

Principal Investigators from UCSF may include 1/12 salary support for their efforts on behalf of the UC-HBCU Initiative. Faculty in behavioral science or social science, who do not request salary support may include a PI research account allocation as part of the project budget (up to \$1,000 for a Summer Research Internship Support Grant and up to \$1,500 for a Summer Research and Graduate Admission Pathways Grant). This allocation to the PI's research account may be



included as part of the annual budget and may be used to support research expenses associated with the initiative project or other research needs. Faculty may include either salary support or research account allocation, but not both. Whatever is being requested should be clearly noted in the project budget.

As a notable demonstration of systemwide support and an active commitment to valuing efforts to improve equity and inclusion, each of the UC chancellors have agreed to provide the salary support for any PI awarded a UC-HBCU grant. If included in the project budget, the support will be provided for the duration of the grant. Summer salary funds are not transferrable to other project members or other project expenses. Note: PI summer salary is provided by the PI's campus, not the UC-HBCU Initiative.

To help facilitate the engagement of HBCU partners, PIs may budget for HBCU partners' travel and accommodation to visit UC; provide a modest honorarium to HBCU partners as recognition of their substantive work and contributions to the project (PIs should be able to indicate specific project related efforts such as course or research collaboration, seminar talks, training or mentoring responsibilities, etc.); and may contribute to collaborative expenses and project-related research at HBCU partner institutions. Such payments are expected to serve as an acknowledgement of the HBCU partner's effort, but are not intended to compensate for such effort, as the program is not equipped to support faculty compensation. An HBCU partner campus may, of course, elect to contribute compensation or acknowledgement, of some sort, to its faculty participants as a token of the institutional value of a faculty member's contributions to the partnership (please see additional guidance at the end of this paragraph). All budget items must be fully described and justified in the budget justification section. As noted, UC PI salary support is not provided through Initiative resources but by each campus. In addition to resources from the UC-HBCU Initiative to help acknowledge the valuable roles of HBCU partners, UC faculty may want to consider working with their HBCU colleagues, if desired by their collaborators, to help them secure HBCU campus in-kind support from their home campus, if possible, given the work these faculty members are doing in support of their students and in cultivating beneficial collaborative relationships, including research and other academic opportunities, with other university partners. PIs may want to help advocate or facilitate in support of their HBCU partners to receive release time or some salary support to help subsidize their involvement in the project.

Other allowable expenses include student summer stipend (minimum \$5,000 for programs of at least 8 weeks in duration; a minimum of \$4,000 for other programs, student program-related travel, student room and board, defined necessary supplies and equipment, program expenses (non-research activities, minimal administrative expenses, etc.) and a mentor research account allocation of \$1,000, if desired (up to a maximum of \$2,000 for those mentoring two or more interns).

PIs may budget a percentage of salary support for staff to provide administrative and logistical support for the project.

PIs should include stipend/salary support for UC graduate students who serve as mentors on the project and salary support for graduate students who have significant staffing/coordinating and administrative responsibilities. Graduate student employees' salaries must adhere to the [salary scales](#) outlined by the [Collective Bargaining Agreement](#). PIs are required to accurately account

for work hours and appropriately compensate UC graduate students who serve on the project. Graduate students often serve critical roles in projects; it is important to account for all of the time and energy they spend supporting the success of visiting interns. PIs must be sure they account for this time so graduate students are not undercompensated for their role.

Summer research internship budgets should be based on the actual costs of hosting students at your institution (expenses should include estimated student travel expenses, room and board, student stipend and as appropriate other programmatic expenses such as graduate student mentoring support and social networking/support opportunities). Indirect costs are not supported. Campuses are expected to contribute the indirect costs associated with awarded grants as part of the University of California's commitment to enhancing diversity.

### GRANT AWARD AMOUNTS

In order to allow a wide range of participation in the UC- HBCU Initiative, grant award amounts or limits are not specified. Here are two examples of recent awards: 1) a faculty member applies for a one-year internship grant totaling \$15,230 to host two students for one summer, while 2) another faculty member proposes a three-year pathways grant totaling \$228,440 for a departmental collaborative effort that will host six students a year each summer for three years. A pathways grant requires a longer commitment and focuses on developing collaborative activities with faculty at the HBCU partner institution and creating departmental graduate admission pathway strategies and activities. Since funds are limited, more expensive proposals must be extremely well developed to be funded. The examples noted provide insight into the flexibility of participation opportunities for faculty. Please see <https://www.ucop.edu/uc-hbcu-initiative/funded-proposals/index.html> for a list of funded proposals from previous cycles. Recent multi-year pathways grants have ranged from \$77,000 to just over \$500,000 for the total award (to be spent over three years). Proposals requesting large amounts should only be submitted if a strong framework of support to sustain the effort during the grant period can be clearly demonstrated. The most competitive proposals will be those designed to establish a sustainable and significant effect beyond the grant period.

### HOW TO APPLY

Applications must be submitted via the electronic application system ProposalCentral. Submission instructions and templates are available online through ProposalCentral at:

<http://proposalcentral.com/>

Applicants from the humanities and social sciences are particularly encouraged to contact the Initiative for advice on planning and budgeting. Examples of successful proposals are available for reference. Contact the UC-HBCU Initiative at [gradstudies@ucop.edu](mailto:gradstudies@ucop.edu). For additional information regarding the UC-HBCU Initiative, including links to HBCU websites please visit: <http://www.ucop.edu/uc-hbcu-initiative/index.html>

If your proposal is a continuation of or is related to a previously submitted proposal (resubmission), you must note that on the ProposalCentral Title Page in the space provided and select the prior proposal from the drop-down menu.

## PROJECT PLAN SUBMISSION DETAILS FOR INTERNSHIP AND ADMISSION PATHWAYS GRANTS

Proposed summer research project for your field, program or department. Plan must include:

<p>Summary of approach or process to identify and select student interns to be mentored. For Internship, in the summer of 2026; for Admission Pathways, in the summer of 2026 as well as subsequent funding years.</p>	<p>This process/plan is at the discretion of UC faculty and HBCU partners. Selected interns must be enrolled students in good standing at an HBCU. Project plan must include the number of students to be mentored through the project each year (Internship in 2026; Admission Pathways in 2026, 2027 and 2028) and, if determined, the intended general research area. Proposals must include at least 2 student interns. If there will be other mentors involved beyond the PI, please identify all other faculty mentors.</p> <p>Indicate the role and/or commitment of program/department leadership as well as other program faculty, beyond those specifically serving as mentors. Also indicate how the program/department demonstrates structural commitments and outcomes to improve climate, inclusion and equity for students <i>and</i> faculty from communities historically underrepresented in academia. In addition to the proposed research plan, the summary should also include any planned academic, skill building, and social or networking support activities outside of the planned research experience.</p> <p><i>Please be advised, all awarded proposals must confirm specific student participants, for summer 2026, with the Office of the President no later than December 1, 2025.</i></p> <p>PIs should explain their institutional culture, departmental history and efforts on behalf of outreach and enrollment of underrepresented groups, particularly African Americans.</p> <p>PIs should also discuss their qualifications, knowledge and demonstrated commitment relevant to leading project efforts.</p> <p>Summary should include a list of proposed HBCU partner institutions.</p>
<p>Clear indication of how co-academic programming, program logistics and support activities will be handled (such as travel and housing arrangements for the student interns as well as disbursing stipend payments, etc.).</p>	<ul style="list-style-type: none"> <li>• Who is responsible for budget administration, record keeping, reporting, coordination of financial expenses and other administrative duties associated with hosting students?</li> <li>• Applicants are strongly encouraged to formally incorporate a graduate student or post-doctoral fellow into the project plan. Engaging graduate students and/or post-doctoral fellows who can assist with mentoring or provide other support to the student interns can greatly improve proposal competitiveness.</li> </ul>

A substantive follow-up mentoring plan for summer research interns.	Please be specific. Who will share the effort of effective long-term mentoring of the interns? What will their roles be? How will mentor(s) stay engaged with summer interns after their summer research experience has ended? Establishing regular mechanisms to communicate, share insight and provide guidance to UC-HBCU Initiative summer interns will be important to their long-term development and success. It will also contribute to cultivating their continued interest in research and pursuing a UC graduate degree. How will mentoring continue? Helping to cultivate publication and conference presentation opportunities are important aspects of effective mentoring.
Indicate whether your academic program and/or department has undertaken any formal faculty training on conscious and/or unconscious bias.	Please be specific and indicate the type and nature of any such training. Also indicate who participated, specifically what percentage of ladder-rank faculty participated and when (year). <b><u>This information must be provided for all proposals</u></b> ; if your department has not undertaken such efforts, please indicate that. If your department chair or dean is making a commitment to such training, please provide tangible evidence to the committee.
Proposed methods and metrics	Applicants should explain the proposed methods and metrics to be used to evaluate and assess the effectiveness of the summer research experience.
Proposed project budget (Internship for one year; Admission Pathways for year one, year two and year three)	<p><b>See summer research budget template.</b> If the PI intends to target student interns who will be undergraduates not only for summer 2026, but also for subsequent summers, the PI should indicate her/his desire to target such students and note any interest in potentially mentoring the same student the following summer(s). The PI should note such interest in the grant application (thus it will be prior to identifying specific student interns).</p> <p>Admission Pathways: Student summer internship expenses should be itemized separately from initiative development funding for faculty identified activities and collaborations.</p>
Support letter(s)	Commitment of HBCU faculty partner(s) to the project (formal endorsement or letter(s) of support/partnership). Include support letter from each HBCU partner, indicating substantive collaboration and commitment.
Signature of Graduate Division dean	To facilitate greater campus awareness and support of Initiative efforts, all proposals for Summer Research Internship Support Grants require the signature of the campus graduate division dean on the Signature Page.
<b><u>Admission Pathways Only:</u></b> Mutually beneficial engagement for UC and HBCU faculty and specific efforts to develop and encourage awareness of and application to UC graduate programs.	What are the plans over the next three years to help create improved pathways for HBCU students to enroll for graduate study at UC?

## REVIEW CRITERIA FOR INTERNSHIP AND ADMISSION PATHWAYS GRANTS

1	Strength of UC faculty commitment and involvement in activities and goals of the project plan (level, type and frequency of involvement in project) and ability to successfully implement project plan.
2	Departmental support of project and history of effort and impact on behalf of graduate academic inclusive excellence. This includes program/department structural commitments and outcomes to improve climate, inclusion and equity for students <i>and</i> faculty from communities historically underrepresented in academia. Strategies to improve awareness of conscious and unconscious bias within academic programs and scholarship are examples of important such efforts.
3	Evidence of campus support and/or collaboration to help facilitate project success (letters of support from graduate division deans or other campus sources of support and coordinated services are encouraged).
4	Commitment of HBCU faculty partner(s) to the project (formal endorsement or letter(s) of support/partnership is <u>required</u> ). Letters should indicate evidence of a substantive partnership.
5	Quality of project plan (particularly the approach, structure and quality of faculty mentoring of student interns during the summer), support faculty and other mentors for student interns.
6	Follow up mentoring plan for summer research interns
7	Indicators of building long term sustainability between UC and identified HBCU(s).
8	Strength, and likelihood of effectiveness, of graduate admission pathways to improve inclusion of HBCU scholars in UC Ph.D. programs as well as identified steps to institutionalize such efforts within a department to enhance long term success.

Applicants for a one-year **Summer Research Internship Support Grant** will be evaluated on the first seven areas listed under review criteria and applicants for the **Summer Research and Graduate Admission Pathways Grant** will be evaluated in all eight review areas.

## PROJECT PLAN SUBMISSION DETAILS FOR SMALL RESEARCH GRANTS

<b>Research Plan</b>	Research projects must focus on improving inclusion and the experience of UC-HBCU students generally, and Black students in particular, enrolled in UC Ph.D. programs. Explain research goal and value, as well as approach, methodology, timeline and metrics. Also explain how the research will be applied, how the results/recommendations will be implemented.
<b>Proposed project budget</b>	See small research grant budget template. Maximum budget is \$50K.
<b>Key academic and administrative personnel</b>	List the key academic and administrative personnel who will contribute in a substantive way to the execution of the project.

## REVIEW CRITERIA FOR SMALL RESEARCH GRANTS

1	Efficacy of the research plan- How well does the plan address the goal of improving inclusion and the experience of UC-HBCU students generally, and Black students in particular, enrolled in UC Ph.D. programs. How well will the proposed approach, methodology, timeline and metrics serve the proposed research goals? Does the plan demonstrate necessary information and cooperation to effectively complete the project?
2	Departmental, school, college or campus support of project, particularly around the value and possible application of results. Please provide substantive letters as indicators of support (at whichever level(s) deemed appropriate).
3	Potential impact of research- How well does the proposed research and implementation plan meet the stated research goal and/or improve inclusion and the experience of UC-HBCU students generally, and Black students in particular, enrolled in UC Ph.D. programs?

## REVIEW OF PROPOSALS AND FUNDING DECISIONS

Proposals will be reviewed and evaluated as noted under Review Criteria. All application materials will be reviewed by an interdisciplinary committee with insight, experience and knowledge of the issues, research relationships and work necessary for such initiatives to succeed. Graduate Studies in the Department of Graduate, Undergraduate and Equity Affairs will announce committee decisions.

Grant funding is contingent on confirming summer internship participants for years one, two and three, respectively. Grants for the UC-HBCU Initiative will be awarded based on the established review criteria and the number of students included in the project plan to be mentored through summer research at UC. Awards and fellowships are contingent on availability of funding.

## UC-HBCU GRANT APPLICATION SUMMARY TABLE

	Internship	Pathways	Small Research
PI Eligibility	<ul style="list-style-type: none"> <li>Academic Senate Faculty in any discipline at any of the ten campuses of the University of California</li> <li>Only 1 person may serve as PI</li> <li>Co-applicants may serve as co-investigators</li> </ul>	<ul style="list-style-type: none"> <li>Academic Senate Faculty in any discipline at any of the ten campuses of the University of California</li> <li>Only 1 person may serve as PI</li> <li>Co-applicants may serve as co-investigators</li> </ul>	<ul style="list-style-type: none"> <li>Academic Senate Faculty in any discipline at any of the ten campuses of the University of California</li> <li>May represent an administrative unit or department rather than an academic program or area</li> <li>Only 1 person may serve as PI</li> </ul>
HBCU partner	<ul style="list-style-type: none"> <li>At least 1</li> <li>Must be from the congressionally defined list of HBCUs</li> <li><a href="https://sites.ed.gov/whhbcu/one-hundred-and-five-historically-black-colleges-and-universities/">https://sites.ed.gov/whhbcu/one-hundred-and-five-historically-black-colleges-and-universities/</a></li> </ul>	<ul style="list-style-type: none"> <li>At least 1</li> <li>Must be from the congressionally defined list of HBCUs</li> <li><a href="https://sites.ed.gov/whhbcu/one-hundred-and-five-historically-black-colleges-and-universities/">https://sites.ed.gov/whhbcu/one-hundred-and-five-historically-black-colleges-and-universities/</a></li> </ul>	None required

	Internship	Pathways	Small Research
<b>Application Eligibility</b>	<ul style="list-style-type: none"> <li>• Eligible PI</li> <li>• HBCU partner</li> </ul>	<ul style="list-style-type: none"> <li>• Eligible PI</li> <li>• HBCU partner</li> <li>• Sustainability - proposals from previously awarded projects will need to demonstrate project success, enhancement of the original project and articulate a commitment and plan to seek alternate funding during the second grant period, to ensure sustainability after the grant expires.</li> </ul>	<ul style="list-style-type: none"> <li>• Eligible PI</li> <li>• Research projects must focus on improving inclusion and the experience of UC-HBCU students generally, and Black students in particular, enrolled in UC Ph.D. programs.</li> </ul>
<b>Award amounts</b>	Not specified	Not specified	limit \$50k
<b>Number of summer interns</b>	minimum 2	minimum 2	not applicable
<b>Budget and Allowable Expenses</b>	<ul style="list-style-type: none"> <li>• student summer stipend (minimum \$5,000 for programs of at least 8 weeks in duration; a minimum of \$4,000 for other programs)</li> <li>• student program-related travel</li> <li>• student room and board</li> <li>• defined necessary supplies and equipment</li> <li>• program expenses (non-research activities, minimal administrative expenses, etc.)</li> <li>• mentor research account allocation of \$1,000, if desired (up to a maximum of \$2,000 for those mentoring two or more interns)</li> <li>• PIs may budget a percentage of staff salary support for staff to provide administrative and logistical support for the project</li> <li>• Stipend/salary support for UC graduate students who serve as mentors on the project and salary support for graduate students who have significant staffing/coordinating and administrative responsibilities</li> <li>• HBCU partners' travel and accommodation to visit UC; modest honorarium to HBCU partners as recognition of their substantive work and contributions to the project</li> <li>• Indirect costs are not supported</li> </ul>	<ul style="list-style-type: none"> <li>• student summer stipend (minimum \$5,000 for programs of at least 8 weeks in duration; a minimum of \$4,000 for other programs)</li> <li>• student program-related travel</li> <li>• student room and board</li> <li>• defined necessary supplies and equipment</li> <li>• program expenses (non-research activities, minimal administrative expenses, etc.)</li> <li>• mentor research account allocation of \$1,000, if desired (up to a maximum of \$2,000 for those mentoring two or more interns)</li> <li>• PIs may budget a percentage of staff salary support for staff to provide administrative and logistical support for the project</li> <li>• Stipend/salary support for UC graduate students who serve as mentors on the project and salary support for graduate students who have significant staffing/coordinating and administrative responsibilities</li> <li>• HBCU partners' travel and accommodation to visit UC; modest honorarium to HBCU partners as recognition of their substantive work and contributions to the project</li> <li>• Indirect costs are not supported</li> </ul>	



	Internship	Pathways	Small Research
<b>Summer Salary Eligibility</b>	<ul style="list-style-type: none"> <li>• Only PI is eligible</li> <li>• All campuses eligible for 1/9 summer salary except for UCSF.</li> <li>• UCSF may include 1/12 summer salary</li> <li>• Faculty in behavioral or social science who do not request summer salary may include PI research account (limit \$1,000 in annual budget)- Faculty may include either salary support or research account allocation, but not both.</li> </ul>	<ul style="list-style-type: none"> <li>• Only PI is eligible</li> <li>• All campuses eligible for 1/9 summer salary except for UCSF.</li> <li>• UCSF may include 1/12 summer salary</li> <li>• Faculty in behavioral or social science who do not request summer salary may include PI research account (limit \$1,500 in annual budget)- Faculty may include either salary support or research account allocation, but not both</li> </ul>	Not eligible
<b>Submission Details</b>	<ul style="list-style-type: none"> <li>• Summary of approach to identify and select student interns for 1 year</li> <li>• Indication of how co-academic programming, program logistics and support activities will be handled</li> <li>• Substantive follow-up mentoring plan</li> <li>• Indicate any formal faculty training on conscious and/or unconscious bias in academic program and/or department</li> <li>• Indicate other program/department structural commitments and outcomes to improve climate, inclusion and equity for students <i>and</i> faculty from communities historically underrepresented in academia.</li> <li>• Explain proposed methods and metrics for evaluation</li> <li>• Proposed budget for 1 year</li> <li>• Letter of support from HBCU faculty partner(s)</li> <li>• Signature of campus graduate division dean</li> </ul>	<ul style="list-style-type: none"> <li>• Summary of approach to identify and select student interns for years 1, 2 and 3</li> <li>• Indication of how co-academic programming, program logistics and support activities will be handled</li> <li>• Substantive follow-up mentoring plan</li> <li>• Mutually beneficial engagement for UC and HBCU faculty and specific efforts to develop and encourage awareness of and application to UC graduate programs.</li> <li>• Indicate any formal faculty training on conscious and/or unconscious bias in academic program and/or department</li> <li>• Indicate other program/department structural commitments and outcomes to improve climate, inclusion and equity for students <i>and</i> faculty from communities historically underrepresented in academia.</li> <li>• Explain proposed methods and metrics for evaluation</li> <li>• Proposed budget for years 1, 2 and 3</li> <li>• Letter of support from HBCU faculty partner(s)</li> <li>• Signature of campus graduate division dean</li> </ul>	<ul style="list-style-type: none"> <li>• Research Plan</li> <li>• Proposed project budget</li> <li>• List key academic and administrative personnel</li> <li>• Letter of support from department, school, college or campus</li> </ul>



	Internship	Pathways	Small Research
<b>Review Criteria</b>	<ul style="list-style-type: none"> <li>• Strength of UC faculty commitment and involvement</li> <li>• Departmental support and inclusion, equity and climate efforts</li> <li>• Evidence of campus support</li> <li>• Evidence of HBCU faculty partner commitment (letter required)</li> <li>• Quality of project plan</li> <li>• Follow up mentoring plan</li> <li>• Indicators of long term sustainability between UC and HBCUs</li> </ul>	<ul style="list-style-type: none"> <li>• Strength of UC faculty commitment and involvement</li> <li>• Departmental support and inclusion, equity and climate efforts</li> <li>• Evidence of campus support</li> <li>• Evidence of HBCU faculty partner commitment (letter required)</li> <li>• Quality of project plan</li> <li>• Follow up mentoring plan</li> <li>• Indicators of long-term sustainability between UC and HBCUs</li> <li>• Strength and likelihood of effectiveness, of graduate admission pathways to improve inclusion of HBCU scholars in UC Ph.D. programs as well as identified steps to institutionalize such efforts within a department to enhance long term success</li> </ul>	<ul style="list-style-type: none"> <li>• Efficacy of research plan</li> <li>• Departmental, school, college or campus support of project</li> <li>• Potential impact of research</li> <li>• Evidence of project support from department, school, college or campus (letter required)</li> </ul>

### UC-HBCU GRANTS TIMELINE (2024-2025)

- Release RFP November 25, 2024
- Proposals due March 17, 2025 at noon Pacific Time
- Proposal reviews May-June, 2025
- Awards announced by July, 2025
- Funds available after summer 2026  
student lists are submitted in December, 2025

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Please note: Proposals must be complete to be considered for funding.

No proposals will be accepted after the deadline. Please see proposal guidelines for specific proposal requirements and instructions.

Please review [FAQs](#) for additional insight and information. Submit proposals online via proposalCENTRAL <https://proposalcentral.com>

**Questions?** For more information, please visit the [UC-HBCU website](#) or email Graduate Studies at [gradstudies@ucop.edu](mailto:gradstudies@ucop.edu).