UNIVERSITY OF CALIFORNIA

ADVANCE PAID Program

ADVANCE PROGRAMS AT THE UNIVERSITY OF CALIFORNIA

Academic Personnel at the University of California Office of the President (UCOP) facilitates connections among the UC ADVANCE programs to ensure these initiatives make a difference in our recruitment and retention of women and underrepresented women in science, technology, engineering, and mathematics (STEM) faculty positions. The UC ADVANCE programs are:

- Meeting the California Challenge – Women and Underrepresented Minority Faculty in STEM
  Location: UCOP PI: Dr. Susan Carlson

  The program will leverage the 10-campus structure at UC to enable campuses to recruit, retain, and advance more women and underrepresented minority women faculty in STEM. Part One, the "Recruitment Data Analysis Project" will gather and analyze faculty search data to understand why women and underrepresented minority hires continue to lag availability and how to build on successes and best practices. Part Two, the "California Challenge Roundtables" will convene faculty and academic administrators to build stronger cross-campus community and establish STEM recruitment and retention as a standard part of diversity conversations.

- Tools for CHANGE: Stepping Up Retention of Women in the Academic STEM Pipeline
  Location: UC Berkeley and UC Hastings PIs: Drs. Mary Ann Mason and Joan Williams

  The project will 1) provide solid economic data to compare the costs of implementing best-practice policies with the costs of a "leaky" pipeline, 2) disseminate knowledge about the kind of challenges faced by URM women in STEM that are different from those faced by white women, 3) build "workshops-in-a-box" that can be used at institutions and meetings across the country, and 4) disseminate survey protocols and trainings already developed by UC's Faculty Family Edge and Center for Worklife Law.

- Program for Equity and Diversity
  Location: UC Irvine Director: Dr. Douglas M. Haynes

  The UCI ADVANCE Program for Equity and Diversity promotes an inclusive culture for faculty and graduate student excellence. A dedicated team of faculty Equity Advisors and graduate program mentors carry out this mission in the 11 general campus schools. This distinctive model of peer-to-peer collaboration is designed to advance excellence through an intentional commitment to equity and diversity in three areas critical for the current faculty and professionals of the future.

- Catalyst GROW-STEM: Gaining Representation of Women (GROW) – Systematically Transforming Excellence in Merced (STEM)
  Location: UC Merced PI: Dr. David Ojcius

  The overall goal of this ADVANCE/IT program is to conduct self-assessment activities at UC Merced to develop a comprehensive and specific data-driven plan to support the success of women faculty in STEM academic careers.

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ADVANCE PROGRAMS AT THE UNIVERSITY OF CALIFORNIA (continued)

- Moving Forward for Women in STEM Fields at UCR and Beyond
  Location: UC Riverside PI: Dr. Yolanda Moses

  To support the advancement of women in STEM at UCR and across other institutions in California, the project will 1) conduct analysis and data mining at UCR to evaluate the recruitment, retention, and professional success of women faculty in STEM, 2) establish programming for women in STEM, and 3) build a statewide network of women of color faculty in STEM at UC, CSU, California Community Colleges, and other institutions of higher education.

- Different Trajectories: A Longitudinal Study of Organizational and Departmental Factors Leading to Gender and Race Differences in STEM Faculty Advancement, Pay, and Persistence
  Location: UC San Diego PIs: Drs. Mary Blair-Loy and Jeanne Ferrante

  PIs will develop a social science-based longitudinal study to identify and analyze mechanisms of cumulative disadvantage for women, minorities, and LGBT faculty in STEM. While cumulative disadvantage has been studied with computer simulations and qualitatively, this project is the first, primarily quantitative investigation of an issue central in understanding the circumstances of various faculty groups.

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