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## Agenda

Zoom Links: AM - [https://uci.zoom.us/meeting/register/tJAofuqvpzljGdVQwNFdTb217att4NXvQuia](https://uci.zoom.us/meeting/register/tJAofuqvpzljGdVQwNFdTb217att4NXvQuia)
Meeting ID - 945 9379 9931
PM - [https://uci.zoom.us/meeting/register/tJIlvcO6opzkrGd2-7vRQzmtALm_w-8e89i16](https://uci.zoom.us/meeting/register/tJIlvcO6opzkrGd2-7vRQzmtALm_w-8e89i16) Meeting ID - 962 7709 2139

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<tr>
<th>Time</th>
<th>Topic</th>
<th>Presenter</th>
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<tbody>
<tr>
<td>9:30 a.m.-9:35 a.m.</td>
<td>Welcome</td>
<td>Douglas M. Haynes&lt;br&gt;Vice Chancellor for Equity, Diversity and Inclusion&lt;br&gt;Director of UCI ADVANCE, and Professor of History</td>
</tr>
<tr>
<td>9:35 a.m.-10:50 a.m.</td>
<td>Implementing an Action Plan for Inclusive Excellence</td>
<td>Marguerite Bonous-Hammarth&lt;br&gt;Assistant Vice Chancellor for Diversity, Equity, and Inclusion</td>
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<tr>
<td>10:50 a.m.-11:30 a.m.</td>
<td>Black Thriving Initiative</td>
<td>Vice Chancellor Haynes</td>
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<tr>
<td>11:30 a.m.-noon</td>
<td>Wellness</td>
<td>Bernadette Boden-Albala&lt;br&gt;Director and Founding Dean, Program in Public Health, Planned School of Population and Public Health</td>
</tr>
<tr>
<td>Noon-12:45 p.m.</td>
<td>Lunch Break</td>
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<tr>
<td>12:45 p.m.-1:30 p.m.</td>
<td>A Continuing Personal Journey to Explore Culturally Responsive Evaluation and Assessment</td>
<td>Stafford Hood&lt;br&gt;Sheila M. Miller Professor and Founding Director&lt;br&gt;Center for Culturally Responsive Evaluation and Assessment&lt;br&gt;University of Illinois at Urbana-Champaign</td>
</tr>
<tr>
<td>1:30 p.m.-2:30 p.m.</td>
<td>Questions and Answers with the UC Provost</td>
<td>Michael Brown&lt;br&gt;Provost and Executive Vice President for Academic Affairs, University of California Office of the President</td>
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<tr>
<td>2:30 p.m.-2:45 p.m.</td>
<td>Reflections</td>
<td>Hal Stern&lt;br&gt;Interim Provost and Executive Vice Chancellor, Professor and Founding Chair, Department of Statistics</td>
</tr>
<tr>
<td>2:45 p.m.-3:00 p.m.</td>
<td>Closing</td>
<td>Vice Chancellor Douglas Haynes</td>
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**Biographical Sketches**

**Douglas Haynes**

Douglas Haynes is the inaugural vice chancellor for Equity, Diversity and Inclusion, UCI’s chief diversity officer and Professor of History in the School of Humanities.

Dr. Haynes has elevated attention to inclusive excellence as an institutional priority. In this role, he leads a comprehensive effort to establish UCI as a campus community and UC as a Minority Thriving University where all expect equity, support diversity, practice inclusion and honor free speech.

As UCI’s senior executive responsible for providing a holistic and integrated vision for all major equity, diversity, and inclusion activities on campus and at UCI Health, he leads a comprehensive effort to conceptualize, cultivate and assess inclusive excellence as an ongoing institutional value and educational asset. He spearheaded UCI’s successful push to earn federal designations as a Hispanic-serving institution and an Asian American and Native American Pacific Islander-serving institution.

A professor of history, Dr. Haynes has published extensively on the history of medicine and science and was founding director of the Center for Medical Humanities. He has been an active faculty member in the Department of African American Studies since its founding. A native of San Francisco, he holds a Ph.D. in modern European history from UC Berkeley.

**Marguerite Bonous-Hammarth**

Marguerite Bonous-Hammarth is assistant vice chancellor in the Office of Inclusive Excellence and manager of the UCI ADVANCE Program. Her current projects include collaborative development and execution of an inclusive excellence action plan, as well as other strategic objectives. Her research and teaching focus on college student development, learning assessment, and influences of person-environment fit to optimize individual and organizational outcomes. She also was part of an ensemble research team whose efforts resulted in A Social Change Model of Leadership Development (A.W. Astin & H.S. Astin, principal investigators). She holds a M.A. in literature from the University of California, San Diego, and a Ph.D. in education from the University of California, Los Angeles.
Dr. Bernadette Boden-Albala is the Director and Founding Dean of the Program in Public Health. She is a social epidemiologist and Professor of Population Health and Disease Prevention as well as a Professor in the Departments of Epidemiology and Neurology at the UCI School of Medicine in the Susan and Henry Samueli College of Health Sciences at University of California, Irvine.

An internationally recognized expert in the social epidemiology of stroke and cardiovascular disease, her robust research portfolio over the past 15 years has focused on defining and intervening on social determinants of disease, including the role of sex, race-ethnicity, socio-economic status, social support, stress, and social networks on stroke disparities and patterns across the U.S. and globally. As Principle Investigator, she has led numerous large stroke prevention studies in urban and rural communities and has a wealth of knowledge and experience leading community level health assessments and interventions.

Her work has extended internationally to a collaborative effort between the American Heart Association and the Grenada Ministry of Health to develop and evaluate novel community- and policy-based interventions for cardiovascular disease prevention in Grenada. Finally, her work in global chronic disease prevention has included a World Health Organization project that sought to identify the optimum social networks for promoting health policy dialogue in Moldova.

In addition to her broad research experience, Dr. Boden-Albala previously served as Senior Associate Dean of Research and Program Development at New York University College of Global Public Health. In this role, she co-created courses with UNICEF and the United Nations World Food Program focused on innovative solutions to Ebola and Polio response and exploring a system’s approach to food access. She also developed the Cross-Continental MPH, a one-year program that combines classroom learning, collaborative research with faculty mentors, and public health practice experience across three continents.

She holds a M.P.H. in tropical medicine/epidemiology and a Dr.Ph. in sociomedical science from Columbia University.
Stafford Hood is the Sheila M. Miller Professor of Education and Founding Director of the Center for Culturally Responsive Evaluation and Assessment (http://crea.education.illinois.edu) in the College of Education at the University of Illinois at Urbana-Champaign. He holds appointments as Professor of Curriculum & Instruction and Educational Psychology and has served as the Associate Dean for Research and Research Education in the College of Education and Head of the Department of Curriculum and Instruction. His academic appointments also include former roles as Associate Dean and Professor of Psychology in Education at Arizona State University.

Dr. Hood's scholarship focuses on culturally responsive evaluation, African American evaluators during the Brown v. Board of Education period, and the importance of culture/cultural context in program evaluation. He has served as a program evaluation and testing consultant to the federal government, state governments, local school districts, universities, and private foundations as well as internationally in New Zealand and Ireland. He was inducted as a 2016 Fellow of the American Educational Research Association, received the American Evaluation Association’s 2015 Paul F. Lazarsfeld Evaluation Theory Award and an honorary appointment in 2014 as Adjunct Professor in the School of Education Studies at Dublin City University (Dublin Ireland).

In his role as CREA director, he oversees an international community of scholars and practitioners existing to promote a culturally responsive stance in all forms of systematic inquiry including evaluation, assessment, policy analysis, applied research and action research. Established in 2011, CREA is guided by a primary mission to generate evidence for policy making that is culturally and contextually defensible. Under Director Hood's oversight, CREA has grown to be a resource for organizations and individuals seeking to better understand and apply cultural responsiveness by providing published scholarship, professional development opportunities, technical assistance resources and advocacy to advance cultural responsiveness across inquiry platforms and settings.
Michael T. Brown was appointed provost and executive vice president for academic affairs of the University of California on September 5, 2017. As UC provost and executive vice president for academic affairs, he directs the development of academic and research policies; provides administrative oversight of the University’s academic planning efforts and associated budget matters; serves as liaison with the University-wide Academic Senate, executive vice chancellors/provosts of the 10 campuses, student governments, and academic leaders of other segments of California higher education, and directs planning, policy development, and strategy in such areas as K-12 academic preparation, international academic activities, library planning, University Press, research, and student affairs. His efforts are organized around the vision of UC as a pre-eminent public research university, with each campus in its time and its own way achieving this status. The provost is authorized to act on behalf of the president in his or her absence or inability to act.

Brown began his career at UC Santa Barbara in 1993 as an associate professor in the Department of Counseling, Clinical and School Psychology, and was appointed professor in the same discipline in 2000. In 2009, he became acting dean for Extension and Off-Campus Studies before being named as dean of UC Santa Barbara Extension in 2011. He has held numerous leadership positions within the UC system, including chair and vice chair of the UC Academic Senate, chair and vice chair of the Academic Senate’s Board of Admissions and Relations with Schools (BOARS), faculty representative to the Board of Regents, and member of the Regents’ Study Group on University Diversity.

Brown was elected fellow of the American Psychological Association in 2001. Over the course of his career, he has published book chapters and articles focused on the cultural variables underlying career and educational choices, particularly among racial and ethnic minorities and women. His research also has focused on the importance of equity and diversity in freshman admissions.

Prior to joining the faculty at UC Santa Barbara, Brown was a faculty member at Ball State University and Wayne State University. He received his B.A. in psychology from UC Irvine, and his M.A. and Ph.D. in counseling psychology at Southern Illinois University in Carbondale, Illinois.
Hal Stern is Interim Provost and Executive Vice Chancellor at the University of California, Irvine (UCI) and Chancellor’s Professor in the Department of Statistics. Stern previously served UCI as founding chair of the Department of Statistics, Dean of the Donald Bren School of Information and Computer Sciences, and Vice Provost for Academic Planning. Prior to joining the faculty at UCI, he held faculty positions at Iowa State University and Harvard University.

Within the field of statistics, Stern is known for his research on Bayesian statistical methods and for collaborative projects in the life sciences and social sciences. Current areas of interest include applications of statistical methods in psychiatry and human behavior and forensic science. He is co-director of the Center for Statistics and Applications in Forensic Evidence, funded by the National Institute of Standards and Technology, and is part of the leadership team for the Conte Center at UCI, funded by the National Institute of Mental Health. He is a fellow of the American Association for the Advancement of Science, the American Statistical Association, and the Institute for Mathematical Statistics. He earned a B.S. in mathematics from the Massachusetts Institute of Technology and a M.S. and Ph.D. in statistics from Stanford University.
## Office of Inclusive Excellence Funding Opportunities

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### Temporary Research Enhancement Support (T-RES)
- **Purpose:** Temporary reimbursement grants to subsidize childcare costs for research and professional Activities
- **Audience:** Senate faculty with children in grades K-6, including those in the Lecturer P/SOE series
- **Cycle Dates for this call:** October 1, 2020-February 28, 2021

**Submission Deadline:** Thursday, October 1

### Faculty Success Program Spring Session Grants
- **Purpose:** To increase research productivity, time management, and work-life balance
- **Audience:** Postdocs, Assistant and Associate Professors, Lecturer P/SOE faculty
- **Spring Session Bootcamp Dates:** January 17, 2020-April 10, 2021
- **Submission Deadline:** Thursday, October 8, 2020

**Submission Deadline:** Thursday, October 8

### Inclusive Excellence Spirit Awards
- **Purpose:** To promote advancement of diversity, equity and inclusion at UC Irvine. Grant recipients may use funds for research costs and/or release time.
- **Audience:** Senate faculty, including those in the Lecturer P/SOE series
- **Funding period:** January 1, 2020-December 31, 2020

**Submission Deadline:** Saturday, October 31

### UCI Chancellor’s ADVANCE Postdoctoral Fellowship
- **Purpose:** To promote advancement of diversity, equity and inclusion at UCI. Grant recipients may use funds for research costs and/or release time.
- **Audience:** graduate students completing terminal degrees by July 1, 2021
- **Funding period:** July 1, 2021-June 30, 2022

**Submission Deadline:** Sunday, November 1

Contact [rsilver@uci.edu](mailto:rsilver@uci.edu) for questions

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Unless otherwise noted, please see more information at: [http://inclusion.uci.edu/advance/funding-programs/](http://inclusion.uci.edu/advance/funding-programs/). For T-RES please view: [https://inclusion.uci.edu/t-res/](https://inclusion.uci.edu/t-res/); for Zoom FSP Alumni Panel, RSVP at: [https://uciadvance.wufoo.com/forms/z16kxob12yzt8a/](https://uciadvance.wufoo.com/forms/z16kxob12yzt8a/); for UCI CPF, please view: [https://inclusion.uci.edu/advance/funding-programs/capfp/](https://inclusion.uci.edu/advance/funding-programs/capfp/); and please access online application and additional resources at: [https://ppfp.ucop.edu/info/index.html](https://ppfp.ucop.edu/info/index.html).
<table>
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<tr>
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<tr>
<td>SEPT 24</td>
<td><strong>Annual Institute for Equity, Diversity, and Inclusion</strong>&lt;br&gt;Thursday, September 24, 2020</td>
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<td>SEPT 30</td>
<td><strong>Academy for Inclusive Excellence</strong>&lt;br&gt;Wednesday, September 30, 2020</td>
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<td>OCT 2</td>
<td><strong>Faculty Success Program Alumni Panel</strong>&lt;br&gt;Friday, October 2, 2020</td>
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<td>OCT 6</td>
<td><strong>UC President’s Postdoctoral Fellowship &amp; UCI Chancellor’s ADVANCE Postdoctoral Fellowship Workshop</strong>&lt;br&gt;Tuesday, October 6, 2020</td>
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***Save the Dates***: Inclusive Excellence Forum (virtual) on January 14, 2021<br>UCI Great Big Read book events – check schedule<br>Details at: [http://inclusion.uci.edu](http://inclusion.uci.edu)
Flyers and Program Details
Temporary Research Enhancement Support (T-RES)
Call for Applications

Fall 2020

UCI Senate faculty who are parents of children enrolled in grades K-6 are invited to submit applications by October 1, 2020, for UCI Temporary Research Enhancement Support (T-RES) awards. The awards aim to support the career development of UCI faculty, and provide funds that are taxable and reimburse up to $1,000 for childcare expenses provided at home or by licensed providers observing federal/state/county/UCI health guidelines during times when faculty complete virtual or physically located productivity activities.

UCI Senate faculty members in two-parent households may each apply for awards as long as productivity activities warrant this consideration.

**Period Covered** is October 1, 2020-February 28, 2021

NOTE: This temporary program is subject to UCI COVID-19 guidance and may be suspended or terminated at any time based on federal, state, county, and/or UCI mandates.

**Eligibility**
- Applicant is an active Senate faculty member (e.g., assistant professor/associate professor/professor or equivalent; lecturer or sr. lecturer w/SoE; lecturer or sr. lecturer w/PSOE, etc.)
- Applicant has child(ren) enrolled in grades K-6 by the application deadline
- Applicant must submit online application with required documents by 5 p.m. (Pacific time) on October 1

**T-RES Funds will not reimburse**
- Expenses for childcare provided by any family members (parents, grandparents, siblings)
- Expenses for childcare associated with teaching or course preparation activities (updated Sept. 11, 2020)
- Any childcare expenses without proper documentation of billing and payment
- Any childcare expenses associated with activities not represented on approved Productivity Activity Budgets.
- PLEASE NOTE: Once awards are approved, there are NO CHANGES, EDITS, OR ADDITIONS to the Productivity Activity Budgets allowed without prior written OIE approval

**Notifications** will be emailed to submitters no later than the week of October 5, 2020.

**Additional Resources**
Applicants also should research additional childcare options at:
- UCI Human Resources Disaster Relief Child & Elder Care Resources - [https://hr.uci.edu/disaster-relief/child-elder-care.php](https://hr.uci.edu/disaster-relief/child-elder-care.php)
- COVID Leave and Pay Status - [https://hr.uci.edu/disaster-relief/leaves.php](https://hr.uci.edu/disaster-relief/leaves.php)
- UCI Childcare Services - [https://childcare.uci.edu/](https://childcare.uci.edu/)

**Apply by 5 p.m. on October 1, 2020 at:**
[https://inclusion.uci.edu/t-res/](https://inclusion.uci.edu/t-res/)
Faculty Success Program Alumni Panel

WHAT
A panel discussion with alumni of the Faculty Success Program, a signature career development program offered by the National Center for Faculty Development and Diversity. As part of UCI’s NCFDD institutional membership, UCI postdoctoral scholars and faculty may participate in a competitive awards process to partially underwrite FSP participation at substantial savings, and to network with peers through ongoing programs.

WHEN
Friday, October 2, 2020
noon-1:00 p.m. (Pacific time)

WHY
Gain information about UCI FSP and the campus benefits available through the NCFDD institutional membership. Additionally, join a network of UCI colleagues in ongoing activities.

The call for UCI ADVANCE awards for spring 2021 FSP closes on October 8, 2020.

WHO
Open to postdoctoral scholars and faculty members. While FSP is available to all faculty members, to participate in UCI ADVANCE partial funding opportunities, you must be a postdoctoral scholar, assistant professor or associate professor.

RSVP:
https://uciadvance.wufoo.com/forms/z16kwxob12yzt8a/
Faculty Success Program Grant Call for Applications - Spring 2021 Session

As part of our institutional membership in the National Center for Faculty Development and Diversity, campus faculty and postdoctoral fellows may participate in the Faculty Success Program at a discounted tuition rate.

The Faculty Success Program provides participants with a supportive community committed to accelerating productivity and advancing career goals. UC faculty have benefitted from the Faculty Success Program through:

- Setting achievable personal and professional goals
- Establishing a consistent, healthy, and sustainable daily writing routine
- Developing a publication profile that exceeds the institution’s promotion criteria
- Mastering best-practices in academic time management
- Identifying areas of resistance and developing strategies to move through them
- Nourishing physical and emotional health
- Providing a supportive community to process challenges and successes

Session Period

The spring 2021 FSP session runs January 17, 2021-April 10, 2021

Grant

UCI ADVANCE will provide a limited number of career grants (up to $2,500 each). The current institutional member cost of tuition is $4,250. Additional funding may be procured by speaking with your school's dean. In the event that no additional funding is available, applicants will be responsible for funding the program balance.

Eligibility

Grants are available to Postdoctoral scholars, Assistant Professors, and newly tenured Associate Professors.

Apply by October 8

at: http://inclusion.uci.edu/advance/funding-programs/fsp/. For questions please contact Marguerite Bonous-Hammarth at mbonoush@uci.edu.
Workshop on UC President’s Postdoctoral Fellowship and UCI Chancellor’s ADVANCE Postdoctoral Fellowship

RSVP for this virtual workshop at: https://uciadvance.wufoo.com/forms/m1tz9j800ntqzjb/

WHAT
The University of California President's Postdoctoral Fellowship Program and Chancellor’s Postdoctoral Fellowship Program provide yearlong research and professional development experiences at UC and at participating campuses. Fellows are hosted by a department/program and mentored by one or more faculty. The award provides salary, competitive health benefits and up to $5,000 for research-related and program travel expenses. These programs are among the most prestigious fellowships in the United States.

WHEN
11:00 a.m.-12:00 p.m.
Tuesday, October 6, 2020

WHY
Gain insight from former and current representatives who have held these postdoctoral awards about program purposes and benefits. Have your questions answered about the application process and hear important tips to help launch and sustain your scholarship. The deadline for this year’s competition is November 1.

WHO
Applicants must receive a Ph.D. from an accredited university before the start of their fellowship. Successful applicants must present documents demonstrating that they are legally authorized to work in the United States without restrictions or limitations. Individuals granted deferred action status under the Deferred Action for Childhood Arrivals program are encouraged to apply.
University of California

PRESIDENT’S POSTDOCTORAL FELLOWSHIP PROGRAM

CALL FOR APPLICATIONS

THE PROGRAM. The University of California President’s Postdoctoral Fellowship Program was established in 1984 to encourage outstanding women and minority Ph.D. recipients to pursue academic careers at the University of California. The current program offers postdoctoral research fellowships and faculty mentoring to outstanding scholars in all fields whose research, teaching, and service will contribute to the diversity and equal opportunity at the University of California. The contributions to diversity may include public service towards increasing equitable access in fields where women and minorities are underrepresented. In some fields, the contributions may include research focusing on underserved populations or understanding inequalities related to race, gender, disability or LGBTQ. The program is seeking applicants with the potential to bring to their academic and research careers the critical perspective that comes from their non-traditional educational background or understanding of the experiences of members of groups historically underrepresented in higher education in the United States.

AWARDS AND APPOINTMENTS. Fellowships are awarded for research conducted at any one of the University of California’s ten campuses. The award includes a salary starting at approximately $53,460 depending on field and experience, benefits including health insurance and paid vacation/sick leave, and up to $5,000 for research-related and program travel expenses. Each award is for a minimum of 12-months and may be renewable for an additional term upon demonstration of academic/research productivity.

ELIGIBILITY. Applicants must receive a Ph.D. or terminal degree from an accredited university before the start of their fellowship. Successful applicants must present documents demonstrating that they are legally authorized to work in the United States. Individuals granted deferred action status under the Deferred Action for Childhood Arrivals program are encouraged to apply.

APPLICATION. Apply online at: ppfp.ucop.edu

DEADLINE: November 1, 2020

More information:
President’s Postdoctoral Fellowship Program
University of California

visit online: ppfp.ucop.edu/info/
email: ppfpinfo@berkeley.edu

University Partnerships for Faculty Diversity
## Pipeline to the Professoriate
### 2020-2021 Recipients

### UC President’s Postdoctoral Fellows & Faculty Mentors

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<thead>
<tr>
<th>Fellow</th>
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<th>Faculty Mentor</th>
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<tbody>
<tr>
<td>Donovan Argueta</td>
<td>Medicine</td>
<td>Kalpna Gupta</td>
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<tr>
<td>E.R. Chulie Ulloa</td>
<td>Infectious Diseases</td>
<td>Dan Cooper</td>
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<tr>
<td>Ashwak Hauter</td>
<td>Anthropology</td>
<td>Sherine Hamdy</td>
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<tr>
<td>Claudio Jacobo Gomez Gonzalez</td>
<td>Mathematics</td>
<td>Nathan Kaplan</td>
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<tr>
<td>Mukul Kumar</td>
<td>Urban Planning and Public Policy</td>
<td>Rudy Torres</td>
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<tr>
<td>Stephen Molldrem</td>
<td>Anthropology</td>
<td>Tom Boellstorff</td>
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<tr>
<td>Lina Necib</td>
<td>Physics &amp; Astronomy</td>
<td>Manoj Kaplinghat</td>
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<td>Atena Zahedi</td>
<td>Sue &amp; Bill Gross Stem Cell Research Center</td>
<td>Aileen Anderson</td>
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### UCI Chancellor’s ADVANCE Postdoctoral Fellows & Faculty Mentors

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<tr>
<td>Meera Mahadevan</td>
<td>Economics</td>
<td>Damon Clark</td>
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<td>Isabel Francheska Ramos</td>
<td>Chicano/Latino Studies</td>
<td>Belinda Campos</td>
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<td>Nishita Trisal</td>
<td>Anthropology</td>
<td>Justin Richland</td>
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### UCI Chancellor’s Postdoctoral Fellow in Criminology, Law and Society, & Faculty Mentor

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<tr>
<td>Lillian Taylor Jungleib</td>
<td>Criminology, Law and Society</td>
<td>Valerie Jenness</td>
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ABOUT THE NCFDD

The National Center for Faculty Development and Diversity (NCFDD) is an independent center that is 100% dedicated to helping faculty, particularly under-represented faculty, make a successful transition from graduate student to professor. We work with colleges, universities, organizations and individuals to ensure faculty success. Our programs and services help new faculty to increase writing productivity, maintain work-family balance, create broad networks of collegial support on their campus, and develop a committed stance towards their institutional home. We offer on-line and on-site training workshops, leadership development programs, individual coaching, and institutional consulting.

NCFDD PRESIDENT

Kerry Ann Rockquemore, Ph.D., is the president of the NCFDD. She is author of three books: Beyond Black, Raising Biracial Children, and The Black Academic’s Guide to Winning Tenure without Losing Your Soul, as well as over two dozen articles and book chapters. Kerry Ann’s award-winning work with under-represented faculty has been featured in Diverse Issues in Higher Education. She provides workshops for faculty at colleges across the U.S., writes an advice column for Inside Higher Ed, and works with a select group of faculty each semester in the NCFDD’s Faculty Success Program.

CORE CURRICULUM

The NCFDD’s core curriculum is designed to support the development of empirically-tested skills and strategies that lead to academic success. The skills and success habits that we help our members develop include, but are not limited to:

- Developing a consistent daily writing habit
- Advanced planning and prioritization
- Healthy conflict resolution
- Cultivating a broad network of mentors, sponsors, and collaborators
- Managing time in ways that are aligned with evaluation criteria
- Understanding the process for successful grant writing, journal & book publishing, etc.

The curriculum is based on empirically-tested resources, providing best practices for everyone, regardless of race, rank, and gender. Yet, the curriculum also directly addresses the unique challenges and obstacles that under-represented scholars face.
As part of our institutional membership in the National Center for Faculty Development and Diversity, campus faculty and postdoctoral fellows may participate in the Faculty Success Program at a discounted tuition rate. The Faculty Success Program provides participants with a supportive community committed to accelerating productivity and advancing career goals.

For more information about the Faculty Success Program and for webinars and resources covered by the UCI institutional membership with the National Center for Faculty Development and Diversity website at [https://www.facultydiversity.org/](https://www.facultydiversity.org/) or the ADVANCE website at [https://inclusion.uci.edu/advance/](https://inclusion.uci.edu/advance/).

### NCFDD FALL 2020 WEBINAR SERIES

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### TO BEGIN ACCESSING RESOURCES

To begin accessing NCFDD resources, please visit the NCFDD website ([https://www.facultydiversity.org/](https://www.facultydiversity.org/)) to register under the University of California, Irvine, institutional membership. If you have any issues, please contact Marguerite Bonous-Hammarth at: mbonoush@uci.edu.
Inclusive Excellence Certificate Program
Inclusive Excellence Certificate Program

Overview
The Inclusive Excellence Certificate Program advances UCI’s commitment to these principles. It equips the campus community – faculty, students, and staff at both the main campus and medical center – to appreciate UCI from the vantage point of different campus constituencies.

It with the Regents’ “Statement of Principles Against Intolerance.” In this statement, the Regents reaffirm the University of California’s long-standing view that “acts of hatred and other intolerant conduct, as well as acts of discrimination that demean our differences, are antithetical to the values of the University and serve to undermine its purpose.” The Regents also recognize that “freedom of expression and freedom of inquiry are paramount” and that the “University will vigorously defend the principles of the First Amendment.”

Participants who successfully complete the core course, UCI as a Minority Thriving Campus, plus one of the elective courses, either Wellness or Community, will receive an Inclusive Excellence certificate. For faculty, this certification aligns with APM-210 (e.g., contributions to diversity). Guidance for faculty on preparing academic review files is available here. For students, it provides an excellent opportunity to develop a set of career readiness competencies through group discussions. These competencies are communication, teamwork, and intercultural fluency.

Staff and students who complete the program will be eligible to apply for support from an Inclusive Excellence Alumni Fund.

Course Descriptions

**UCI as a Minority Thriving University (core course), Fall 2020 - Section 1 | Mondays, 12:00-1:00 pm (Oct 5 - Dec 7) and Section 2 | Tuesdays, 2:00-3:00 pm (Oct 6 - Dec 8) | ZOOM**
This course will introduce participants to UCI’s transformation into a Minority Serving Institution (MSI). Participants will explore UCI’s status as a Hispanic-Serving Institution (HSI) and an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI). In addition, participants will explore UCI’s initiatives focused on Jewish, Muslim, LGBTQ+, African American, Black, and undocumented campus communities.

**Wellness (elective), Winter 2020 and Spring 2021**
This course continues an exploration of UCI’s transformation into a Minority Serving Institution (MSI), emphasizing the connection between wellness and inclusive excellence. Participants will consider the development of UCI as a Health Promoting University. In addition, participants will explore campus initiatives focused on topics including basic needs, sustainability, violence prevention and active bystander intervention, mental health, building inclusive communities, and campus climate.

**Community (elective), Spring 2020**
This course continues an exploration of UCI’s transformation into a Minority Serving Institution (MSI), focusing on the connection between community and inclusive excellence. Participants will consider the development of UCI as an inclusive place where everyone feels safe, respected and valued. In addition, participants will explore campus initiatives focused on topics including activism, building inclusive communities, international students and scholars, alumni, digital extremism, and campus climate.

Apply now for Fall 2020 courses: Registration open now - September 24, 2020 until October 19, 2020
Visit: [https://inclusion.uci.edu/inclusive-excellence-certificate-program/](https://inclusion.uci.edu/inclusive-excellence-certificate-program/) to register for Fall 2020 courses. Course offerings available now. *UCI as a Minority Thriving University is only offered for Fall 2020*
Office of Inclusive Excellence: Black Thriving Curriculum
Preventing Anti-Blackness by Understanding It

Overview
The recordings associated with the deaths of George Floyd and Ahmaud Arbery documented their terrifying final moments of life as Black people in the United States. The recordings did not save them. At most, they reveal the lethality of anti-Black stereotypes.

George Floyd plaintively requested air and water while one Minneapolis Police Officer crushed his windpipe and others looked on. The violent denial of even these basic conditions of life recalled the 2014 death of Eric Garner in Staten Island as the result of a chokehold by a New York police officer. In a neighborhood in Georgia, the death of Ahmaud Arbery by individuals who took the law into their own hands calls to mind Trayvon Martin. While visiting his relatives in Sanford, Florida in February 2012, George Zimmerman shot Trayvon Martin to death citing self-defense. Trayvon was unarmed. So was Ahmaud.

These are costly lessons at the expense of Black people in the United States. They require each of us to confront anti-Black racism and embrace inclusive excellence. These are inter-related choices. It is not enough to expect equity for yourself without advocating for others. It is not enough to support diversity without learning about the communities that we serve. It is not enough to practice inclusion and resist building bridges of dialogue. And it is not enough to honor free speech without using it to defend inclusive excellence for all.

This course sequence examines anti-Black racism while advancing UCI’s commitment to inclusive excellence. The first course, Anti-Blackness in the United States, is divided into two five-week modules that explore (1) Black Protest Tradition and (2) Structures and Mechanisms of De-Valuing Black People.

Completion of this Office of Inclusive Excellence course sequence may align with APM-210, (e.g., contributions to diversity) for faculty; and for students, it may serve as an opportunity to develop a set of career readiness competencies through group discussions (e.g., communication, teamwork, intercultural fluency).

Course Descriptions

Module 1 | Anti-Blackness in the United States: Black Protest Tradition, Section 1 | Wednesdays, 9:00-10:00am (Oct 7 – Nov 4); and Section 2 | Thursdays, 12:00– 1:00 pm (Oct 8 – Nov 5) | on ZOOM
Why are people protesting in the streets and demonstrating in support of Black Lives? This course is free and open to all campus members – undergraduates, graduate students, and faculty and staff employees. Offered quarterly, this course meets one hour per week. Each meeting will be organized around a theme that will serve as a focal point for a moderated discussion. These include anti-Blackness, the arc of Black resistance from slavery through the civil rights movement, #blacklivesmatter, 2020, and racial justice on campus.

Module 2 | Anti-Blackness in the United States: Structures and Mechanisms of De-Valuing Black People, Section | Wednesdays, 3:00–4:00 pm (Oct 7 – Nov 4); Section 2 | Fridays, 9:00-10:00 am (Oct 9 – Nov 6); Section 3 | Mondays, 3:00–4:00 pm (Nov 9 – Dec 7); and Section 4 | Tuesdays, 12:00–1:00 pm (Nov 10 – Dec 8) | on ZOOM
This course examines white supremacy and its manifestations over time and why it is necessary to demonstrate in support of Black Lives in the 21st century. Offered quarterly, this course meets one hour per week. Each meeting will be organized around a theme that will serve as a focal point for a moderated discussion. These themes include what is white supremacy, who benefits from whiteness, forms of racial bias, policing black bodies, and the meanings of historical monuments, and being an ally.

Apply now for Fall 2020 course - Registration open now - September 24, 2020 until October 19, 2020
Visit https://inclusion.uci.edu/inclusive-excellence-certificate-program/modules/ to register for Fall 2020 courses, available now. Course meeting times days, locations, and sections are viewable online.
The Alumni Fund call solicits proposals to advance the UCI Office of Inclusive Excellence Action Plan. Using the Action Plan pillars as a lens, proposers are encouraged to explore how to advance community, thriving, and wellness at UCI.

**Eligibility**
All staff and students who complete the certificate program (i.e., the core course, UCI as a Minority Thriving University, plus at least one of the program electives, either Wellness or Community) are eligible to apply.

**Award**
Funding will be provided for single- and multiple-investigator projects up to $1,000 that reflect at least one of the following OIE Action Plan goals. Total funding is subject to change and based on the funds available at the time of funding decisions. The Office of Inclusive Excellence expects to fund a total of 25 projects. Funding must be used solely for project activities according to UCI policies governing state funds. Students are required to identify a host academic or co-curricular unit to facilitate use of funds.

**Application**
Access the application at the Inclusive Excellence Certificate Program webpage: https://inclusion.uci.edu/inclusive-excellence-certificate-program/. For questions regarding the Alumni Fund, contact Joseph Morales (joseph.morales@uci.edu)

**Application Requirements**
A complete submission must include a completed online form (https://uciadvance.wufoo.com/forms/mdgxlmv0hxboqg1/) and one PDF proposal (maximum 2 typed pages) with the following components:

- Abstract/Summary (maximum 150 words)
- Statement of Need/Project Purpose
- Project Activity, Methods/Approaches, Proposed Outcomes
- Evaluation of How Project Success will be Measured
- Plan for Dissemination
- Significance of the Project
- Budget and Budget Narrative

**Review and Selection Process**
Submissions will be prioritized by a review committee, accompanied by recommendations for funding.

**Implementation Requirements**
Lead contacts for all projects funded from this call accept responsibilities to:

- Provide image(s) and abstracts for online project promotion
- Complete mid-year and annual project updates on expenses and advancement of project goals
- Participate in a video-recorded interview and public forum to communicate findings and project outcomes
- Request advance approval from the Office of Inclusive Excellence in writing for any changes in fund uses or funded project activities
- Complete a Project Use Report and expend all funds by October 31, 2021

**Deadline**

Friday, October 16, 2020 by 5pm (Pacific Time)