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# Agenda

**Academy for Inclusive Excellence**

**“Thriving in the Age of COVID-19”**

Virtual Zoom Registration Links:
AM - [https://uci.zoom.us/meeting/register/tJYkde2srji4tH9BslmMQezlIWWgmuwUrJN](https://uci.zoom.us/meeting/register/tJYkde2srji4tH9BslmMQezlIWWgmuwUrJN)
PM - [https://uci.zoom.us/meeting/register/tJMpd4oH913s6TFUmGmrhSgg9JzKeiK](https://uci.zoom.us/meeting/register/tJMpd4oH913s6TFUmGmrhSgg9JzKeiK)

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<tr>
<th>Time</th>
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| 9:30 a.m.-9:50 a.m. | Welcome Remarks                               | **Douglas M. Haynes**  
Vice Chancellor for Equity, Diversity and Inclusion, Director of UCI ADVANCE, and Professor of History in the School of Humanities |
| 9:50 a.m.-10:30 a.m. | Equity Advisor Leadership                      | **Vice Chancellor Douglas M. Haynes**                                    |
| 10:30 a.m.-11:10 a.m. | Roles and Responsibilities of DECADE Mentors  | **Roxane Cohen Silver**  
Professor of Psychological Science, Medicine, and Public Health  
Associate Director for Developing Pathways to the Professoriate, Office of Inclusive Excellence |
| 11:10 a.m.-noon | Confronting Anti-Black Racism                  | **Vice Chancellor Douglas Haynes**                                       |
| Noon-1:00 p.m. | **Lunch Break**                                |                                                                           |

**Concurrent Breakout Sessions from 1:00 p.m.-2:00 p.m. – Use PM link**

| Breakout Session A | Ensuring Graduate Student Thriving in a Remote Environment | **Vice Provost Gillian Hayes**  
Vice Provost for Graduate Education, Dean of the Graduate Division, Robert A. and Barbara L. Kleist Chair in Informatics, Professor in the School of Education, and Professor of Pediatrics in the School of Medicine  
and  
**Associate Director Roxane Silver** |
|------------------|----------------------------------------------------------|--------------------------------------------------------------------------|
| Breakout Session B | Search Committee Accountability Resolving Conflicts of Interest Supports During COVID-19 | **Diane O'Dowd**  
Vice Provost for Academic Personnel, Howard Hughes Medical Institute Professor of Developmental and Cell Biology in the School of Biological Sciences, and Professor of Anatomy and Neurobiology in the School of Medicine |

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<td>2:00 p.m.-2:05 p.m.</td>
<td>Return to Main Group</td>
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| 2:05 p.m.-2:35 p.m. | Resources to Support Mentoring during the Pandemic                  | **Marguerite Bonous-Hammarg**  
Assistant Vice Chancellor for Equity, Diversity, and Inclusion, Office of Inclusive Excellence |
| 2:35 p.m.-2:45 p.m. | Closing                                                              | **Vice Chancellor 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.
Roxane Cohen Silver

Roxane Cohen Silver is Professor in the Department of Psychological Science, the Department of Medicine, and the Program in Public Health, and Associate Director of the ADVANCE Program for Faculty and Graduate Student Equity, Diversity and Inclusion in the Office of Inclusive Excellence, where she has been actively involved in research, teaching, and administration since 1989. Silver has spent over four decades studying acute and long-term psychological and physical reactions to stressful life experiences, including personal traumas such as loss, physical disability, and childhood sexual victimization, as well as larger collective events such as terror attacks, war, infectious disease outbreaks, and natural disasters across the world (e.g., U.S., Indonesia, Chile, Israel).

Since 2016, she has overseen UCI’s DECADE Faculty Mentor program consisting of 43 faculty across the UCI campus. The goal of this program is to promote diversity among UCI’s graduate student population and foster an inclusive environment for graduate student success. Previously, Silver led a 3-year University of California-Historically Black Colleges and Universities (UC-HBCU) Pathways grant at UCI, served for 9 years as director of her department’s doctoral program, served for 5 years as DECADE mentor for her department, and co-directed her department’s institutional training grant.

Silver is also a dedicated teacher and active mentor of predoctoral and postdoctoral students, and she has chaired 30 doctoral dissertations and dozens of masters and undergraduate honors theses. In recognition of her efforts toward graduate and undergraduate education, she has received almost two dozen teaching/mentoring awards over her career, including the 2012 Distinguished Mentorship Award from the International Society for Traumatic Stress Studies, UC Irvine’s 2001 Distinguished Faculty Lectureship Award for Teaching (the 16th recipient in UCI’s history), and UCI’s inaugural Tom Angell Fellowship Faculty Award for Mentoring in 2015.
<table>
<thead>
<tr>
<th>Gillian Hayes</th>
</tr>
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<tbody>
<tr>
<td>Gillian Hayes is the Robert A. and Barbara L. Kleist Professor of Informatics in the School of Information and Computer Sciences and professor in the School of Education and School of Medicine at the University of California, Irvine. She was appointed as dean of the Graduate Division in September 2019. In this role, she is committed to ensuring that all graduate students and post-doctoral scholars can thrive at UCI. When she is not at UCI, she is usually spending time with family, cooking and baking, or relieving stress out on a run.</td>
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<thead>
<tr>
<th>Diane O’Dowd</th>
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<tr>
<td>Diane O’Dowd received her Ph.D. in biology at the University of California, San Diego, and completed a postdoctoral fellowship in neuroscience at Stanford University. She has been a professor at UC Irvine since 1989 and her research lab focuses on the exploration of the cellular mechanisms underlying epilepsy disorders. Current studies include exploration of the cellular mechanisms underlying epilepsy disorders using knock-in flies, mice, and iPSC-derived neurons from humans with the same mutations. She also conducts science education research with a focus on developing strategies that increase student learning in large introductory biology classes. In her role as vice provost for academic personnel, she oversees academic personnel processes for the main campus and medical school, including merits, promotions, recruitment and retention. In addition, Vice Provost O’Dowd is in charge of a wide range of academic policies and programs, including family friendly policies, annual pay equity studies, and professional development.</td>
</tr>
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</table>

Vice Provost O’Dowd became a Howard Hughes Medical Institute (HHMI) Professor in 2006, a National Academies Education Mentor in the Life Sciences and an AAAS Fellow in 2008. She also received a number of awards, including the School of Biological Sciences Golden Apple Award (2005), UC Irvine’s Distinguished Faculty Teaching Award (2005-2006), Faculty Senate TA development award (2007), UCI Professor of the Year (2011), Student’s Choice: Best Biology Professor Award (2012), UCI Postdoctoral Service Award (2014), and a Living our Values Award, UCI (2014).
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.
# 2020-2021 DECADE Mentors

Visit us online at: [inclusion.uci.edu/decade](http://inclusion.uci.edu/decade)

## Program Administration

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
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<tbody>
<tr>
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UCI Office of Inclusive Excellence
Academy for Inclusive Excellence
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<th>DECADE Mentor</th>
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# 2020-2021 Equity Advisors

## Contact List

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<thead>
<tr>
<th>Program Administration</th>
<th>Title</th>
<th>Phone Ext</th>
<th>E-mail:</th>
<th>ZC:</th>
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<tbody>
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<th>Equity Advisors</th>
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<th>Title</th>
<th>Phone (949) Ext:</th>
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<th>ZC:</th>
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<tbody>
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<td>Lisa Flanagan-Monuki</td>
<td>Medicine</td>
<td>Associate Professor</td>
<td>45786, 40245</td>
<td><a href="mailto:lisa.flanagan@uci.edu">lisa.flanagan@uci.edu</a></td>
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<tr>
<td>Anand Ganesan</td>
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<td>Professor</td>
<td>40606, 42926</td>
<td><a href="mailto:aganesan@uci.edu">aganesan@uci.edu</a></td>
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<td>Cristina Kenney</td>
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<td>47603</td>
<td><a href="mailto:mkenney@uci.edu">mkenney@uci.edu</a></td>
<td>4390</td>
</tr>
<tr>
<td>Uma Rao</td>
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<td>714-602-0442</td>
<td><a href="mailto:umar@uci.edu">umar@uci.edu</a></td>
<td>1680</td>
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<tr>
<td>Jung-Ah Lee</td>
<td>Nursing</td>
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<td>42855</td>
<td><a href="mailto:jungahl@uci.edu">jungahl@uci.edu</a></td>
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<tr>
<td>Andrej Luptak</td>
<td>Pharmacy</td>
<td>Professor</td>
<td>49132</td>
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<td>Sora Park Tanjasiri</td>
<td>Public Health</td>
<td>Professor</td>
<td></td>
<td><a href="mailto:tanjasir@uci.edu">tanjasir@uci.edu</a></td>
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<tr>
<td>Mu-Chun Chen</td>
<td>Physical Sciences</td>
<td>Professor</td>
<td>47291</td>
<td><a href="mailto:muchunc@uci.edu">muchunc@uci.edu</a></td>
<td>4575</td>
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<tr>
<td>Ilona Yim</td>
<td>Social Ecology</td>
<td>Professor</td>
<td>40130</td>
<td><a href="mailto:ilona.yim@uci.edu">ilona.yim@uci.edu</a></td>
<td>7085</td>
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<tr>
<td>Matthew Freedman</td>
<td>Social Sciences</td>
<td>Professor</td>
<td>48257</td>
<td><a href="mailto:matthew.freedman@uci.edu">matthew.freedman@uci.edu</a></td>
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</table>
The DECADE Mentor Role & Responsibilities

DECADE Mentor Roles and Responsibilities in Support of Graduate Student Diversity, Inclusion, and Academic Success

DECADE Mentors will assist their respective programs in the identification, recruitment, and retention of an inclusive and diverse graduate student body and promote an inclusive culture among graduate students.

The Office of Inclusive Excellence will support DECADE mentors in achieving these goals through organizing DECADE-specific programming, sharing of best practices, the development of a program-specific website, and via individual support of DECADE mentor activities.

UCI’s Graduate Division will support DECADE mentors in achieving these goals via its role in coordinating UCI’s DECADE Student Council and providing program-specific admissions and retention data.

We also encourage DECADE Mentors to work with their local partners to achieve these goals:

- Collaborate with School Equity Advisor and Associate Dean to work toward improving school-wide climate.
- Partner with the program’s Graduate Director/Graduate Advisor in support of inclusive excellence at the graduate program level.
- Share/present resources and information from DECADE quarterly meetings with department faculty.

In the service of Graduate Admissions:

- Meet with the graduate program admissions committee to address goals for doctoral growth at the campus level, review previous admission decisions, and share best practices to promote holistic review. DECADE mentors may also choose to present this information at the Department level (e.g., at a Department faculty meeting).
- Work with the program’s Graduate Director/Graduate Advisor to identify outstanding diversity applicants who can be nominated for Graduate Division Diversity fellowships.
- Serve as diversity award reviewers, as requested by Graduate Division.

In the service of facilitating an inclusive graduate student community more generally:

- Encourage and practice exemplary mentorship
- Attend the annual Inclusive Excellence Institute, Academy, and quarterly meetings
- Participate in campus-wide OIE- and DECADE-sponsored events, as appropriate
- Meet with program/department representatives from the DECADE Student Council and, along with other DECADE mentors from one’s School/Program, advise and support School-specific DECADE Student Council and department-specific DECADE programming
- Serve as a coordinating point for the Graduate & Postdoctoral Scholar Resource Center and other career development programming for graduate students at different milestones in their program
- Participate in campus-sponsored or Graduate Division events to diversify the graduate program and/or improve the climate for graduate education
- Serve as grant reviewers, as requested by the Office of Inclusive Excellence
- Complete DECADE Mentor Activity Evaluation form
The Equity Advisor Role & Responsibilities

ADVANCE Equity Advisor Responsibilities in Support of Faculty and Graduate Student Equity and Diversity, 2020-21

As members of the ADVANCE Program Advising Committee (APAC), Equity Advisors are expected to:

- Attend annual Institute for Inclusive Excellence (September 24, 2020 at 9:00 am-4:30 pm)
- Attend annual Inclusive Excellence Training Academy (September 30, 2020, 9:00 am-4:30 pm)
- Attend monthly meetings of the APAC (TBA)
- Attend quarterly meetings with the Program Director and Manager
- Complete and submit Quarterly Activity Reports (form provided by the Program) on equity and diversity activities within the school at the following link: https://academic.ucr.edu/forms/m1cvo02m3b91f2q. Due Dates: F20 – due (Friday) Jan. 8, 2021; W21 – due (Wednesday) Mar. 31, 2021; SPR21 – due (Wednesday) Jun. 30, 2021
- Promote the activities of the ADVANCE Program for Equity and Diversity
- Advise Program Director and Coordinator of any absences from campus longer than one-week
- Cultivate faculty within their own school to become a future Equity Advisor
- Remain a resource to the Program after term has expired

Equity Advisors participate in the recruitment process, tailoring “best practices” to their school to increase equity and diversity in hiring. They:

- Meet with search committees at the start of each search
- Assist in search activities: networking and identifying resources to attempt to bring applicant pools in line with ethnic and gender availability
- Work with the Dean, department chairs, and search committees to implement and develop best practices in recruitment
- Review and approve search processes within Recruit to ensure compliance with university search guidelines, including accessing data in Recruit to assess applicant pools compared to availability
- Develop and distribute information on recruitment such as articles on ethnic and gender issues in recruitment, best practices, information on California law and regulations on affirmative action, UCI Academic Personnel recruitment processes, and ethnic and gender availability data
- Meet with candidates and other appropriate faculty

To improve equity in retention and advancement, Equity Advisors organize Faculty career advising programming in collaboration with their dean that is consistent with the needs and the disciplines/fields represented in his/her own school. Faculty career advising program should:

- Continue (or initiate) a New Faculty Orientation
- Include a junior and senior faculty mentoring program
- Encourage involvement with students and women
- Offer welcoming opportunities for all new faculty
- Establish a support network to guide advancement: from tenure-track to tenure; from assistant to associate; from associate to full, and from full to Step VI
- Advise and support colleagues on seeking leadership opportunities
- Raise awareness of the need for equity and diversity in nominations for awards and honors
- Work with professional societies that represent the school’s discipline to network and seek assistance in advancing faculty

Specifically, due to circumstances raised by the current pandemic:

- Consult as requested with faculty requesting reasonable accommodations
- Communicate campus resources and special contingencies provided to support timely merit and promotion by sharing COVID-19 guidance and updates with faculty (UCI COVID-19 resources on main webpage: https://uci.edu/coronavirus/ and specific AP Guidance for Academics: https://ap.uci.edu/covid19/)

Equity Advisors promote equity and diversity among faculty and graduate students more generally by:

- Advising his/her dean and central administration of inequities, including those revealed in the annual faculty salary equity study
- Assisting the dean and department chairs in assessing files suggested by the Office of Academic Personnel as candidates for faculty equity review
- Promoting diversity in graduate student recruitment & retention through coordination of the DECADE Program
- Disseminating graduate student mentoring best practices to build and sustain an inclusive school and campus culture
- Soliciting input about climate and sharing graduate student survey results
- Raising awareness about career development programming among graduate students and faculty advisors
Programmatic Funding – DECADE Mentors

DECADE Fund Usage Policies
2020-2021

Limited funding is available for DECADE mentor-initiated activities.

The funds are to be used for mentoring, recruitment, and other activities related to your role as a DECADE mentor.

Allowable Activities:

- Career development and/or networking group meetings
- Light refreshments for group mentoring meetings (alcohol purchases cannot be reimbursed)
- Bringing a speaker to campus to give a talk and/or interact with graduate students
- Visit HSI or HBCU schools to meet with faculty and/or students to discuss campus graduate education

Funding requests that are accompanied by matching funds (from one’s Department or School) will receive priority.

To request funding for the DECADE mentor funding opportunity, please complete the online form:

https://uciadvance.wufoo.com/forms/decade-mentor-funding-request-form/

If you receive funding, you will be required to complete a funding report after utilization of the funds. This should be automatically emailed to you after submitting a request form. If not, however, the funding report can be found here:

https://uciadvance.wufoo.com/forms/decade-mentor-funding-report/
Programmatic Funding – Equity Advisors

Equity Advisors are allocated a program budget of up to $1250 per year per school. Expenses must be related to school-based programming. Examples include:

- Mentoring lunch meeting with junior faculty to discuss progress toward tenure (hosted by Equity Advisor or other tenured faculty)
- New faculty welcome meet and greet
- Department or school-wide meet and greet with junior and tenured faculty to promote interaction and improve climate
- Meeting with Personnel Analyst to review merit and tenure process with assistant professors (or other school administrators to foster open dialogue)
- Assistant Professor gathering to discuss potential issues and best practices for faculty success

Please note, these are 19900 funds, restricted state funding. We are not able to reimburse alcohol purchases, or any non-business related expense.

In order to access these funds, you must:

1. Complete the Equity Advisor Reimbursement Form
2. Attach itemized receipt which shows a proof of payment. The form is available at http://inclusion.uci.edu/advance/equity-advisors/.
3. If this is your first ADVANCE reimbursement, you must add the ADVANCE Program Manager (mbonoush) as an arranger in your KFS TEM (travel and event management) profile. Please see the instructions available at the above listed webpage. This is required for the payment to be disbursed to you, per KFS procedures.
4. Upload a completed, signed form and scanned receipts at: https://uciadvance.wufoo.com/forms/qqls6461k71tuv/

Please note, the Equity Advisor Reimbursement Form must be signed by the Equity Advisor to approve use of the funding. If a faculty member other than the equity advisor is submitting a reimbursement, please follow the same procedure, but ensure the Equity Advisor signs the form prior to uploading the request at: https://uciadvance.wufoo.com/forms/qqls6461k71tuv/.
Office of Inclusive Excellence Funding Opportunities

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*

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 for questions

### Annual Institute for Equity, Diversity, and Inclusion

**Thursday, September 24, 2020 | 9:00 a.m.-4:30 p.m., Zoom**

*Zoom link will be available upon registration*

- **Theme**: Black Thriving at UCI – Accountability Begins with Understanding
- **Audience**: Senate Leaders, Deans, Chairs, Equity Advisors and DECADE Mentors, Faculty Leaders

**Information**: [http://inclusion.uci.edu/institute/](http://inclusion.uci.edu/institute/)

### Academy for Inclusive Excellence

**Wednesday, September 30, 2020 | 9:00 a.m.-4:30 p.m., Zoom**

*Zoom link will be available upon registration*

- **Audience**: Equity Advisors and DECADE Mentors, Campus Partners for Inclusive Excellence

**Information**: [http://inclusion.uci.edu/academy/](http://inclusion.uci.edu/academy/)

### Faculty Success Program Alumni Panel

**Friday, October 2, 2020 | noon-1:00 p.m.**

Zoom online meeting

- **Purpose**: Hear from fellow faculty and postdocs who have participated in the Faculty Success Program Bootcamp to gain insight on how the program can benefit your career and work-life balance
- **Audience**: Postdocs, Tenure-Track and Tenured Faculty

**RSVP at**: [https://uciadvance.wufoo.com/forms/z16kwxob12yzt8a/](https://uciadvance.wufoo.com/forms/z16kwxob12yzt8a/)

### UC President’s Postdoctoral Fellowship & UCI Chancellor’s ADVANCE Postdoctoral Fellowship Workshop

**Tuesday, October 6, 2020 | 11:00 a.m.-12:30 p.m., Zoom**

*Zoom link will be available upon registration*

- **Purpose**: Overview and Best Practices for Prospective Applicants
- **Audience**: Graduate Students, Postdocs, Faculty Advisors, Graduate Program Directors

**Information**: [https://uciadvance.wufoo.com/forms/zijfu6s1qi2d4u/](https://uciadvance.wufoo.com/forms/zijfu6s1qi2d4u/)

### Save the Dates

- **Inclusive Excellence Forum (virtual)** on January 14, 2021
- **UCI Great Big Read book events** – check schedule

**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/
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/](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/m1tz9j800ntqzbj/

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 LGBT. 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

2021–2022

Berkeley
Davis
Irvine
Los Angeles
Merced
Riverside
San Diego
San Francisco
Santa Barbara
Santa Cruz

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

Partner Programs with Carnegie Mellon University, University of Colorado, Boulder, University of Maryland, University of Michigan,
University of Minnesota, New York University, University of North Carolina at Charlotte, University of North Carolina at Chapel Hill,
UC Chancellor's Postdoctoral Fellowship Programs, and the UC-affiliated National Labs. Please visit: https://ppfp.ucop.edu/info/about-ppfp/partnerships.html
# Pipeline to the Professoriate

## 2020-2021 Recipients

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

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<thead>
<tr>
<th>Fellow</th>
<th>Department</th>
<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>
</tr>
<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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<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>
</tr>
<tr>
<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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<tr>
<td>Isabel Francheska Ramos</td>
<td>Chicano/Latino Studies</td>
<td>Belinda Campos</td>
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<tr>
<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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<th>Fellow</th>
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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/ or the ADVANCE website at https://inclusion.uci.edu/advance/.

### NCFDD FALL 2020 WEBINAR SERIES

<table>
<thead>
<tr>
<th>Date</th>
<th>Title</th>
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<tbody>
<tr>
<td>Thurs., 10/8 11:00A-12:30P Pacific</td>
<td>How to Engage in Healthy Conflict</td>
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<tr>
<td>Tues., 10/27 11:00A-12:00P Pacific</td>
<td>Women’s Brain Health at Midlife: What Does Menopause Have to Do with It?</td>
</tr>
<tr>
<td>Thurs., 11/12 11:00A-12:00P Pacific</td>
<td>How to Manage Stress, Rejection, and the Haters in Your Midst</td>
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<tr>
<td>Tues., 11/24</td>
<td>Developing a Career as a Community Engaged Scholar</td>
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### TO BEGIN ACCESSING RESOURCES

To begin accessing NCFDD resources, please visit the NCFDD website (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/ 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/mdgxlmv0hxbo1/) 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)