

# Academy for Inclusive Excellence

Event Materials



**September 21, 2021**

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# Agenda

## Academy for Inclusive Excellence

### “Creating a SEA Change at UCI”

September 21, 2021

RSVP to receive one Zoom link for one zoom link: <https://uciadvance.wufoo.com/forms/r1g25z1h1au1v9s/>

Time	Topic	Presenter
9:30 a.m.-9:35 a.m.	<b>Welcome Remarks</b>	<b>Douglas M. Haynes</b> Vice Chancellor for Equity, Diversity and Inclusion, Director of UCI ADVANCE, and Professor of History in the School of Humanities
9:35 a.m.-10:00 a.m.	<b>Equity Advisor Leadership</b>	<b>Vice Chancellor Douglas M. Haynes</b>
10:00 a.m.-10:25 a.m.	<b>Roles and Responsibilities of DECADE Mentors</b>	<b>Roxane Cohen Silver</b> Distinguished Professor of Psychological Science, Medicine, and Public Health Associate Director for Developing Pathways to the Professoriate, Office of Inclusive Excellence
10:25 a.m.-10:30 a.m.	<b>**Break**</b>	
10:30 a.m.-10:45 a.m.	<b>Equity, Inclusion and UCI SEA Change across the Academic Units and Introduction of Keynote Speaker</b>	<b>Vice Chancellor Douglas Haynes</b>
10:45 a.m.-12:45 p.m.	<b>From the Ordinary to the Extraordinary: Developing High Quality Mentoring in Diverse Academic Settings</b>	<b>Belle Rose Ragins</b> Sheldon B. Lubar Professor of Management Sheldon B. Lubar School of Business University of Wisconsin-Milwaukee
12:45 p.m.-1:30 p.m.	<b>**Lunch Break**</b>	
<i>Concurrent Breakout Sessions from 1:30 p.m.-2:30 p.m.</i>		
Breakout Session A	<b>Ensuring Graduate Student Thriving in 2021-22</b>	<b>Rodrigo Lazo</b> Associate Dean for Diversity, Equity, and Inclusion in the Graduate Division, and Professor of English in the School of Humanities and <b>Associate Director Roxane Silver</b>

Breakout Session B	<p align="center"><b>COVID-19: Merit-Promotion Considerations and Faculty Support Programs</b></p> <p align="center"><b>UCI SEA Change and Building Back Better</b></p>	<p align="center"><b>Diane O’Dowd</b></p> <p align="center">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</p> <p align="center"><b>Vice Chancellor Douglas Haynes</b></p>
2:30 p.m-2:45 p.m.	<p align="center"><b>Closing</b></p>	<p align="center"><b>Vice Chancellor Douglas Haynes</b></p>

# *Biographical Sketches*

## **Douglas Haynes**

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Douglas Haynes is the inaugural vice chancellor for Equity, Diversity and Inclusion, UCI's chief diversity officer and professor in the Department 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, as well as the recognition of UCI by the American Association for the Advancement of Science STEMM Equity Achievement (SEA) Change Program as a bronze awardee and charter member to advance diversity, equity and inclusion in STEMM fields.

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

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Roxane Cohen Silver is Distinguished Professor in the Department of Psychological Science, the Department of Medicine, and the Program in Public Health, and is associate director of the UCI ADVANCE Program for Equity and Diversity in the Office of Inclusive Excellence, where she has been actively involved in research, teaching, and administration since 1989. She will begin her tenure as vice provost for Academic Planning and Institutional Research on October 1. Dr. 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 currently of 45 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, Dr. 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.

Dr. 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 16<sup>th</sup> recipient in UCI's history), and UCI's inaugural Tom Angell Fellowship Faculty Award for Mentoring in 2015.

## **Belle Rose Ragins – Keynote Speaker**

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### **“From the Ordinary to the Extraordinary: Developing High Quality Mentoring in Diverse Academic Settings”**

Dr. Belle Rose Ragins is the Sheldon B. Lubar Professor of Management at the University of Wisconsin-Milwaukee. She is an expert in the fields of mentoring, diversity and positive relationships at work. Dr. Ragins has written more than a 100 papers for presentations and publications and has co-authored books on mentoring and positive relationships at work. She is an elected fellow of five professional associations, a Fulbright Senior Specialist Scholar and the past editor of the *Academy of Management Review*, one of the field’s most prestigious journals. Dr. Ragins has received numerous life-time achievement, service and teaching awards. She was recently named in Stanford University’s list of the top 2% of scientists in the world.



The goal of her workshop at the Academy is to help participants develop more effective mentoring relationships. Participants will gain a personal understanding of the characteristics of high-quality mentoring, how to build and develop effective mentorships, and the benefits of these relationships for both mentors and protégés. We will also gain an appreciation of how diversity enhances mentoring and how to optimize learning and growth in diverse mentoring relationships. Finally, we will explore the role of mentors as allies and how mentoring can facilitate DEI initiatives and inclusive organizational cultures in academic settings.

## Rodrigo Lazo

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Rodrigo Lazo is a professor of English in the School of Humanities and is associate dean for diversity, equity and inclusion in the Graduate Division. His research examines American literature, broadly conceived across the Americas, and focuses on issues of migration, movement, geographic displacement, and communication across distance. He has examined a range of issues and figures in both nineteenth century and the contemporary period – from Herman Melville to Juliana Delgado Lopera and a recent examination of Spanish-language writing in Professor Lazo's recent book: *Letters from Filadelfia: Early Latino Literature and the Trans-American Elite*.



In his role as associate dean for Diversity, Equity and Inclusion, Professor Lazo will work to advance graduate student support in such areas as inclusive excellence, wellness and funding, among others. Prior to this role, Professor Lazo served as the associate dean of Humanities and as director of the Humanities Core Program. He received his M.S. in journalism from Columbia University, and his Ph.D. in English from the University of Maryland.

## Diane O'Dowd

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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.

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).

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## 2021-2022 DECADE Mentors

### Contact List

Program Administration	Title	Email
Douglas Haynes	Vice Chancellor for Equity, Diversity and Inclusion	inclusion@uci.edu
Roxane Cohen Silver	Associate Director of ADVANCE Program	rsilver@uci.edu
MJ Ibale	Project Policy Analyst	ibalem@uci.edu

School	DECADE Mentor	Department	Email
<b>Claire Trevor School of the Arts</b>	Amanda Ross-Ho	Art	arossho@uci.edu
	Tong Wang (Fall/Winter)TBA (Spring)	Dance	wangt5@uci.edu
	Juliette Carrillo	Drama	juliette.carrillo@uci.edu
	Nina Scolnik	Music	nscolnik@uci.edu
<b>School of Biological Sciences</b>	Matt Inlay	Cellular and Molecular Biosciences Program: Molecular Biology & Biochemistry	minlay@uci.edu
	Scott Atwood	Developmental & Cell Biology	satwood@uci.edu
	Donovan German	Ecology & Evolutionary Biology	dgerman@uci.edu
	German Enciso	Mathematical, Computational, and Systems Biology	enciso@uci.edu
	Susana Cohen-Cory	Neurobiology & Behavior / Interdepartmental Neuroscience Program	scohenco@uci.edu
<b>The Paul Merage School of Business</b>	Libby Weber	Schoolwide	lweber@uci.edu
<b>School of Education</b>	Rossella Santagata	Schoolwide	r.santagata@uci.edu
<b>The Henry Samueli School of Engineering</b>	Wendy Liu	Biomedical Engineering	wendy.liu@uci.edu
	Tayloria Adams	Chemical & Biomolecular Engineering	tayloria@uci.edu
	R. Jayakrishnan	Civil & Environmental Engineering	rjayakri@uci.edu
	Jean-Luc Gaudiot	Electrical & Computer Engineering	gaudiot@uci.edu
	Tim Rupert	Materials Science & Engineering	trupert@uci.edu
	Haithem Taha	Mechanical & Aerospace Engineering	hetaha@uci.edu
<b>School of Humanities</b>	R. Radhakrishnan	Classics; Culture & Theory; East Asian Studies; German	rradhakr@uci.edu
	John Gamber	Comparative Literature	john.gamber@uci.edu
	Jerry Won Lee	English	jwl@uci.edu
	David Fedman	History	dfedman@uci.edu
	Jeff Helmreich	Philosophy	jhelmrei@uci.edu
	Viviane Mahieux	Spanish & Portuguese	vmahieux@uci.edu
	Bambi Haggins	Visual Studies	bhaggins@uci.edu

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**2021-2022 DECADE Mentor Contact List (continued)**

School	DECADE Mentor	Department	Email
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	Aaron Trammell	Informatics	trammell@uci.edu
	Michele Guindani	Statistics	michele.guindani@uci.edu
<b>College of Health Sciences</b>			
<b>Program in Public Health</b>	Luohua Jiang	Programwide	lhjiang@hs.uci.edu
<b>School of Medicine</b>	Kevin Beier	Anatomy, Biological Chemistry, Experimental Pathology, Microbiology & Molecular Genetics, Neurobiology, Physiology and Biophysics	kbeier@uci.edu
<b>School of Pharmacy &amp; Pharmaceutical Sciences</b>	Brian Paegel	Schoolwide	bpaegel@uci.edu
<b>Sue &amp; Bill Gross School of Nursing</b>	Alison Holman	Schoolwide	aholman@uci.edu
<b>School of Physical Sciences</b>	Jenny Yang	Chemistry	j.yang@uci.edu
	Adam Martiny	Earth System Science	amartiny@uci.edu
	Alessandra Pantano	Mathematics	apantano@uci.edu
	David Kirkby	Physics & Astronomy	dkirkby@uci.edu
<b>School of Social Ecology</b>	Bryan Sykes	Criminology, Law & Society	blsykes@uci.edu
	Candice Odgers	Psychological Science	codgers@uci.edu
	Doug Houston	Urban Planning and Public Policy	houston@uci.edu
<b>School of Social Sciences</b>	Lilith Mahmud	Anthropology	lmahmud@uci.edu
	Emily Grossman	Cognitive Sciences; Language Science	grossman@uci.edu
	Antonio Rodriguez-Lopez	Economics	jantonio@uci.edu
	Long Bui	Global & International Studies	longb@uci.edu
	Jeremy Heis	Logic and Philosophy of Science	jheis@uci.edu
	Cecelia Lynch	Political Science	clynch@uci.edu
	Ann Hironaka	Sociology	hironaka@uci.edu

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# 2021-2022 Equity Advisors

## Contact List

Program Administration	Title	Phone Ext	E-mail:	ZC:	
Douglas Haynes	Chief Diversity Officer/Vice Provost /Director	42798	inclusion@uci.edu	1000	
Marguerite Bonous-Hammarth	Assistant Vice Chancellor	49635	mbonoush@uci.edu	1000	
Equity Advisors	School of Responsibility	Title	Phone (949) Ext:	E-mail:	ZC:
Darryl Taylor	Arts	Professor	42830	taylord@uci.edu	2775
Aimee Edinger	Biological Sciences	Professor	41921, 41035	aedinger@uci.edu	2300
Shuya Yin	Business	Professor	49656	shuya.yin@uci.edu	3125
Sandi Simpkins	Education	Professor	43202	simpkins@uci.edu	5500
Michelle Digman	Engineering	Associate Professor	43255	mdigman@uci.edu	2715
Timothy Downing	Engineering	Assistant Professor	48744	tldownin@uci.edu	2715
Tiffany Willoughby-Herard	Humanities	Associate Professor	47035	twillough@uci.edu	6850
Veronica Berrocal	Information & Computer Sciences	Associate Professor	48608	vberroca@uci.edu	1250
Magda El Zarki	Information & Computer Sciences	Professor	228-8584	elzarki@uci.edu	3435
Douglas Haynes	Law	Professor	41540	inclusion@uci.edu	1000
Munjal Acharya	Medicine	Associate Professor	49183	macharya@uci.edu	2690
Lisa Flanagan-Monuki	Medicine	Associate Professor	45786, 40245	lisa.flanagan@uci.edu	1705
Anand Ganesan	Medicine	Professor	40606, 42926	aganesan@uci.edu	2400
Uma Rao	Medicine	Professor	714-602-0442	umar@uci.edu	1680
Dawn Bounds	Nursing	Assistant Professor & Chancellor's Inclusive Excellence Awardee	44912	boundsd@hs.uci.edu	3959
Mahtab Jafari	Pharmacy	Professor	40145	mjafari@hs.uci.edu	3958
Sora Park Tanjasiri	Public Health	Professor		tanjasir@uci.edu	3957
Kathleen Johnson	Physical Sciences	Professor	46174	kathleen.johnson@uci.edu	3100
Ilona Yim	Social Ecology	Professor	40130	ilona.yim@uci.edu	7085
Matthew Freedman	Social Sciences	Professor	48257	matthew.freedman@uci.edu	5100

# *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 for Inclusive Excellence, 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, 2021-22*

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

- Attend annual Institute for Inclusive Excellence (September 9, 2021 at 10:00 am-2:00 pm)
- Attend annual Inclusive Excellence Training Academy (September 21, 2021, 9:30 am-2:30 pm)
- Attend monthly meetings of the APAC, includes for fall 2021: 11:30 am-1:30 pm on October 19, November 16, and December 14; other dates 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://uciadvance.wufoo.com/forms/q2jcm3d0oid7cu/>. Due Dates: F21 – due (Friday) Jan. 7, 2022; W22 – due (Monday) Apr. 4, 2022; SPR22 – due (Thursday) Jun. 30, 2022
- 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 process 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

## **Equity Advisor Roles and Responsibilities** *(continued)*

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
- Involve men 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

As applicable 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 2021-2022**

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/q1xdl67r0i73k84/>

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/r1yxwfc516yz36w/>

# Programmatic Funding – Equity Advisors

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Equity Advisors are allocated a program budget of up to \$1,250 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 gatherings to discuss tenure 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 <https://inclusion.uci.edu/advance/equity-advisors/>
3. If this is your first ADVANCE reimbursement, you must add the Financial Manager (gaareval) as an arranger in your KFSTEM (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 for submission with request 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

DEADLINE	MON OCT <b>4</b>
DEADLINE	THURS OCT <b>14</b>
DEADLINE	SUN OCT <b>31</b>
DEADLINE	MON NOV <b>1</b>

## 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 16, 2022-April 9, 2022
- **Submission Deadline: Monday, October 4, 2021**

**Submission Deadline: Monday, October 4**

## 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 6 and under, including faculty parents in the Lecturer P/SOE series
- *Cycle Dates for this call:* October 21, 2021-February 28, 2022

**Submission Deadline: Thursday, October 14**

## 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, 2022-December 31, 2022

**Submission Deadline: Sunday, October 31**

## UC President's Postdoctoral Fellowship Program/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, 2022
- *Funding period:* July 1, 2022-June 30, 2023

**Submission Deadline: Sunday, November 1**

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

Please see more information at: <https://inclusion.uci.edu/advance/funding-programs/>.

For UCI CPF, please view: <https://inclusion.uci.edu/advance/funding-programs/capfp/>; and please access online application and additional resources at: <https://ppfp.ucop.edu/info/index.html>.

# Office of Inclusive Excellence Programs

<p>TUES</p> <p>SEPT</p> <p><b>21</b></p>	<p><b>Academy for Inclusive Excellence – zoom event</b>            Tuesday, September 21, 2021   Public Keynote 10:30 a.m.-12:45 p.m.  <i>*Zoom link will be available upon registration</i></p> <ul style="list-style-type: none"> <li>• <i>Theme:</i> Creating a SEA Change at UCI</li> <li>• <i>Audience:</i> Equity Advisors and DECADE Mentors, campus partners for inclusive excellence &amp; public keynote presented by mentoring expert Belle Rose Ragins (University of Wisconsin-Milwaukee)</li> <li>• <i>Schedule and RSVP at:</i> <a href="http://inclusion.uci.edu/academy/">http://inclusion.uci.edu/academy/</a></li> </ul>
<p>FRI</p> <p>SEPT</p> <p><b>24</b></p>	<p><b>Faculty Success Program Alumni Zoom Panel</b>            Friday, September 24, 2021   12 p.m.-1:00 p.m.</p> <ul style="list-style-type: none"> <li>• <i>Purpose:</i> Hear from UCI past participants in the Faculty Success Program Bootcamp to gain insights about the program and benefits for your career &amp; work-life balance</li> <li>• <i>Audience:</i> Postdocs, Tenure-Track and Tenured Faculty</li> <li>• <i>RSVP at:</i> <a href="https://uciadvance.wufoo.com/forms/r1c09yh6opl3myk/">https://uciadvance.wufoo.com/forms/r1c09yh6opl3myk/</a></li> </ul>
<p>WED</p> <p>OCT</p> <p><b>6</b></p>	<p><b>UC President’s Postdoctoral Fellowship &amp; UCI Chancellor’s ADVANCE Postdoctoral Fellowship Workshop</b>            Wednesday, October 6, 2021   12:00 p.m.-1:30 p.m., Zoom  <i>*Zoom link will be available upon registration*</i></p> <ul style="list-style-type: none"> <li>• <i>Purpose:</i> Overview and Best Practices for Prospective Applicants</li> <li>• <i>Audience:</i> Graduate Students, Postdocs, Faculty Advisors, Graduate Program Directors</li> <li>• <i>Information:</i> <a href="https://uciadvance.wufoo.com/forms/r1ihclpz03fw8dw/">https://uciadvance.wufoo.com/forms/r1ihclpz03fw8dw/</a></li> </ul>
<p>Fall 2021</p> <p>Various dates</p>	<p><b>Inclusive Excellence Certificate Program and Black Thriving Modules</b>            Various dates and times   via Zoom  <i>*Zoom link will be available upon registration*</i></p> <ul style="list-style-type: none"> <li>• <i>Purpose:</i> Build and sustain positive campus community</li> <li>• <i>Audience:</i> Faculty, Staff, Students, and UCI Alumni</li> <li>• <i>Register at:</i> <a href="https://inclusion.uci.edu/inclusive-excellence-certificate-program/">https://inclusion.uci.edu/inclusive-excellence-certificate-program/</a></li> </ul>

\*\*\* **Save the Date**\*\*\*: Inclusive Excellence Forum (virtual) on January 12, 2022

## *Flyers and Program Details*

# 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, September 24, 2021  
12 p.m.-1 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 2022 FSP closes on October 4, 2021.**

## 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/r1c09yh6opl3myk/>

# *Faculty Success Program Grant Call for Applications*



## **Spring 2022 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 2022 FSP session runs January 16, 2022-April 9, 2022

## **GRANT**

UCI ADVANCE will provide a limited number of career grants (up to \$2,000 each). The current institutional member cost of tuition is \$4,150. 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 4, 2021**

at: <http://inclusion.uci.edu/advance/funding-programs/fsp/>.

For questions please contact Marguerite Bonous-Hammarth at [mbonoush@uci.edu](mailto: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/r1ihclpz03fw8dw/>

## 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

**12 p.m.-1:30 p.m.**

**Wednesday, October 6, 2021**

## 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.

# Temporary Research Enhancement Support (T-RES) Call for Applications Fall 2021

UCI Senate faculty who are parents of children enrolled in grades 6 and under are invited to **submit applications by October 14, 2021**, 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 21, 2021-February 28, 2022**

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 6 and under by the application deadline
- **Applicant must submit online application with required documents by 5 p.m. (Pacific time) on October 14 and notifications no later than October 21**

## 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**

## Additional Resources

Please also see the following UCI information on relevant funds to support dependent care during and/or beyond COVID-19 circumstances:

- Bright Horizons UC-subsidized support: <https://families.uci.edu/backupcare/>
- COVID related Emergency Paid Sick Leave, applicable for children whose schools/places of care are closed or child care provider unavailable because of COVID-19 circumstances: <https://ap.uci.edu/covid19/covid19leaves/>, currently due to expire 9/30/21
- Flexible work arrangements: <https://uci.edu/coronavirus/faculty/index.php>
- Applicable grace period extensions for Dependent Care FSA funds: <https://ucnet.universityofcalifornia.edu/news/2021/03/extended-covid-19-relief-for-your-flexible-spending-accounts.html>

Individuals should not apply for T-RES funding to supplant or add to any of the above benefits if the above benefits are used. ALSO NOTE: Non-dependent care support opportunities for assistant and associate-rank Academic Senate faculty members may be requested through the Interim COVID-19 Research Recovery Program with deadlines of September 20, 2021 and January 14, 2022 at: <https://ap.uci.edu/covid19/icrrp/>

**Apply by 5 p.m. on October 14, 2021 at:**

<https://inclusion.uci.edu/t-res/>

# *Inclusive Excellence Spirit Awards: Call for Proposals*

## **Academic Year 2021-2022**

### **PURPOSE OF THE AWARD**

Inclusive excellence is integral to UC Irvine's ascendancy among globally preeminent universities. This commitment animates our research, teaching and service mission as a land-grant public university. The purpose of the Inclusive Excellence Spirit Award is to promote advancement of diversity, equity and inclusion at UC Irvine. Award recipients may use funds for research costs and/or release time. Through support of faculty activity in this vital area, this award program will spur the growth of campus capacity for inclusive excellence among faculty, students, staff, and the communities served by UCI locally, nationally, and globally.

### **APPLICATION DEADLINE**

The deadline for submitting a proposal is **Sunday, October 31, 2021**

All senate faculty - including those in the Sr. Lecturer P/SOE series - are eligible to apply for an Inclusive Excellence Spirit Award. A completed application will include a proposal (up to 1,000 words), proposed budget (up to \$5,000), and letter of support from either a chair or dean. The proposed activities may encompass research, teaching and mentoring, or service, and must be completed within one year of the award. The funded activities are expected to broaden participation in higher education while expanding the breadth of experience of university life. To this end, proposals should be directed toward at least one or more of these aspirational goals:

- Deepen the understanding of race, gender, class, sexuality, immigration status and/or other identities
- Promote emotional intelligence and intercultural competency
- Build and sustain partnerships with community-based organizations
- Advance achievement among educationally disadvantaged communities
- Contribute to an affirmative climate for all members of the Anteater community

### **PROPOSAL SUBMISSION AND REPORTING**

Please submit your completed proposal online at: <https://inclusion.uci.edu/spirit-awards/>. For additional information, please contact the Office of Inclusive Excellence at [mbonoush@uci.edu](mailto:mbonoush@uci.edu). Awards will be announced by Wednesday, December 1, 2021, to cover a funding period of January 1, 2022-December 31, 2022. All award recipients will be required to submit an activity summary and financial report by January 31, 2023.

**DETAILS AND APPLICATION AT:**

**[HTTPS://INCLUSION.UCI.EDU/SPIRIT-AWARDS/](https://inclusion.uci.edu/spirit-awards/)**

# UC President's Postdoctoral Fellowship Program & UC Chancellor's Postdoctoral Fellowships



## 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 \$54,540 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](http://ppfp.ucop.edu)

**DEADLINE: November 1, 2021**

Partner Programs with Carnegie Mellon University, University of Colorado, Boulder, Georgia Tech, 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, Penn State, UC Chancellor's Postdoctoral Fellowship Programs, and UC-affiliated National Labs. Please visit: <https://ppfp.ucop.edu/info/about-ppfp/partnerships.html>

## 2022–2023

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/](http://ppfp.ucop.edu/info/)  
email: [ppfpinfo@berkeley.edu](mailto:ppfpinfo@berkeley.edu)

University Partnerships  
for Faculty Diversity



## *Pipeline to the Professoriate* 2021-2022 Recipients



### **UC President's Postdoctoral Fellows & Faculty Mentors**

<b>Fellow</b>	<b>Department</b>	<b>Faculty Mentor</b>
<b>Donovan Argueta</b>	Medicine	Kalpna Gupta
<b>Jamal Batts</b>	African American Studies	Bridget Cooks
<b>Ashwak Hauter</b>	Anthropology	Sherine Hamdy
<b>E.M. Hernandez</b>	Philosophy	Aaron James
<b>Nadia Léonard</b>	Chemistry	Jenny Yang
<b>Jessica López-Espino</b>	Criminology, Law & Society	Susan Coutin
<b>Megh Marathe</b>	Informatics	Gillian Hayes
<b>Christine Slaughter</b>	Political Science	Michael Tesler
<b>Princess Williams</b>	Political Science	Davin Phoenix

### **UCI Chancellor's ADVANCE Postdoctoral Fellows & Faculty Mentors**

<b>Fellow</b>	<b>Department</b>	<b>Faculty Mentor</b>
<b>Aidee Guzman</b>	Ecology & Evolutionary Biology	Kathleen Treseder
<b>Gopolang Mohlabeng</b>	Physics & Astronomy	Timothy Tait
<b>Maria Montenegro</b>	Global & International Studies	Eve Darian-Smith
<b>Jorge E. Delgadillo Núñez</b>	History	Alex Borucki

### **UCI Chancellor's Postdoctoral Fellow in Criminology, Law and Society, & Faculty Mentor**

<b>Fellow</b>	<b>Department</b>	<b>Faculty Mentor</b>
<b>Kira Tait</b>	Criminology, Law and Society	Mona Lynch

# National Center for Faculty Development and Diversity



## 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.



# NCFDD at UCI FACULTY SUCCESS PROGRAM



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 2021 WEBINAR SERIES

Date	Title
Wed., 9/15 11:00A-12:00P Pacific	Building a Publishing Pipeline 2.0: Updating, Maintaining, and Leveraging Your Pipeline – with Live Q&A on Wednesday, 9/29
Tues., 9/21 11:00A-12:00P Pacific	Teaching with Empathy and for Equity at the Graduate Level
Thurs., 10/14 11:00A-12:30P Pacific	How to Engage in Healthy Conflict
Tues., 10/19 11:00A-12:30P Pacific	Dismantling Disciplinary Whiteness: Centering Care in Editorial Stewardship

## 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](mailto:mbonoush@uci.edu).



# Inclusive Excellence Certificate Program



The Office of Inclusive Excellence Certificate Program equips faculty, staff, students, and UCI Alumni with skills to build and sustain a campus community where all expect equity, support diversity, practice inclusion, and honor free speech. Participants who complete the core course, UCI as a Minority Thriving University, plus one of the elective courses – either Wellness or Community – will receive an Inclusive Excellence certificate.

Additionally, offerings include modules for Confronting Anti-Blackness. These five-week opportunities engage and familiarize individuals about a range of issues related to the Black experience in the United States. Participants also may attend workshops and dialogues about related topics.

**RECOGNIZE YOUR EXPERTISE** – Those completing courses are invited to note these accomplishments in discussions about their contributions to diversity. Staff completers are invited to apply for support from an Inclusive Excellence Alumni Fund, and faculty may apply for the competitively awarded Inclusive Excellence Spirit Award.

- For faculty, these offerings align with [APM-210](#) (e.g., contributions to diversity) and guidance on preparing academic review files is available [here](#).
- For staff, progress and completion of the certificate courses and other modules may be tracked on [ACHIEVE](#) (e.g., enterprise contributor and job mastery).
- For students, the certificate and other offerings provide opportunities to develop a set of [career readiness competencies](#) (communication, teamwork, and intercultural fluency).

## SCHEDULE FOR FALL 2021 (ALL MEETINGS VIA ZOOM)

**MINORITY THRIVING UNIVERSITY - core course** | Tuesdays, 11:00 am-12:00 pm  
(September 28-November 30)

**WELLNESS - elective course** | Wednesdays, 1:00 pm-2:00 pm (September 29-December 1)

**MODULE 1 – Anti-Blackness in the United States: Black Protest Tradition (Session 1: Weeks 1-5)** | Mondays, 10:00 am-11:00 am (September 27-October 25)

**MODULE 1 DISCUSSION SECTION - Anti-Blackness in the United States: Black Protest Tradition (Session 1: Weeks 1-5)** | Mondays, 11:00 am-11:30 am (September 27-October 25)

**MODULE 1 WORKSHOP - Inclusive Dialogue Techniques** | Mondays, 10:00 am–12:00 pm  
(September 13 & September 20)

**MODULE 2 – Anti-Blackness in the United States: Structures and Mechanisms of De-Valuing Black People (Session 2: Weeks 6-10)** | Mondays, 10:00 am-11:00 am (November 1-November 29)

**SEE DETAILS AND APPLY AT:**

[HTTPS://INCLUSION.UCI.EDU/INCLUSIVE-EXCELLENCE-CERTIFICATE-PROGRAM/](https://inclusion.uci.edu/inclusive-excellence-certificate-program/)