UCI SEA Change Goals

- **Broaden STEMM outreach** and resources by strengthening inclusion at earlier stages
- **Deepen use of best practices for diverse hiring by 25%**, includes tracking & monitoring central hiring programs, search presentations & outcomes, net activities
- **Promote decanal accountability to increase diverse leadership**
- **Improve access to & development of robust metrics** to track STEMM diversity experiences and progress via UCI Climate Survey, Unit Equity Reviews, and action plans
- **Develop, recognize, & institutionalize effective mentoring practices for students & faculty**

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<th>Variables of Interest</th>
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| Faculty Demographics                            | - Tenured/Tenure-track; Non-tenured; Leadership  
- Trends in new/total faculty by school, gender/URM                                                                                     |
| Recruitment to hiring                           | - % Applicants vs. Availability  
- Use of rubrics, Contributions to Inclusive Excellence Statements, central hiring programs  
- Indirect impacts and/or capacity building (new/pioneering research areas)                                                                   |
| Faculty promotion & tenure                       | - % tenured Tenure/% progression through ranks  
- Use of Inclusive Excellence Activities Statements  
- Underutilization (local vs. national)  
- Trends re: COVID mitigation efforts/other central programs (“Stop the Clock”)                                                                     |
| Faculty retention                                | - Trends in turnover by gender/race/ethnicity  
- Trends in policies and impacts for family friendly practices  
- Outcomes via mentoring programs  
- Outcomes via active learning/digital learning/Division of Teaching Excellence and Innovation programs                                           |
| Institutional DEI policies/practices             | - Pre-/post- accountability impacts (e.g., demographics pre-/post- equity advisor milestones)  
- Trends in policies and impacts of family friendly practices  
- Outcomes via mentoring programs  
- Outcomes via teaching and learning programs                                                                                              |
| Associated Institutional Outcomes               | - Belongingness/experiential satisfaction  
- University capacity investments (e.g., cluster hire knowledge areas, etc.)  
- Graduate student enrollments by school, gender/URM  
- DEI courses offered/taken                                                                                                                                 |

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