

UCI SEA Change Goals

- **Broaden STEM 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 STEM diversity experiences and progress via UCI Climate Survey, Unit Equity Reviews, and action plans
- **Develop, recognize, & institutionalize effective mentoring practices for students & faculty**

Potential Metrics

Variables of Interest	Description
Faculty Demographics	<ul style="list-style-type: none"> - Tenured/Tenure-track; Non-tenured; Leadership - Trends in new/total faculty by school, gender/URM
Recruitment to hiring	<ul style="list-style-type: none"> - % 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	<ul style="list-style-type: none"> - % 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	<ul style="list-style-type: none"> - 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	<ul style="list-style-type: none"> - 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	<ul style="list-style-type: none"> - Belongingness/experiential satisfaction - University capacity investments (e.g., cluster hire knowledge areas, etc.) - Graduate student enrollments by school, gender/URM - DEI courses offered/taken