CREATE
SYMPOSIUM

Comparing Relevant Equity Advisor Tools to Empower

April 27, 2022

Arnold and Mabel Beckman Center

100 Academy Way, Irvine, CA

UCI ADVANCE Program for Equity and Diversity

CREATE Symposium Program

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Message from Douglas Haynes

Welcome back or for the first time to the University of California, Irvine (UCI)!

This gathering of equity advisors, other faculty leaders and administrators is historic for our campus and the system. We are examples of the "power of 10" often used to describe the connections of our institutions across the state. As academics and professionals who advance diversity, equity and inclusion (DEI), we represent significant expertise in collaboration and innovation. Our efforts are founded on principles of allyship and creativity to make a path even when we do not have a compass.

I look forward to our continued collaborations beyond today, as the lessons exchanged and nurtured after our meeting will be the force to change and sustain us in the years ahead.

Thank you for joining us today and in the plans ahead.

Douglas Haynes, PhD (**pronouns**: he/him)
Vice Chancellor for Equity, Diversity and Inclusion
Chief Diversity Officer
Director, UCI ADVANCE
Professor, Department of History

Acknowledgments

The Office of Inclusive Excellence team is deeply honored to have the opportunity to convene colleagues at UCI.

Our thanks goes to the **many faculty and staff leaders who participate in this symposium** and whose involvement at future CREATE events will shape our understanding about the vital roles of equity advisors in transforming the University of California (UC) for greater equity and inclusion. We thank these leaders for their presence, daily efforts and insights that have and will inform a variety of programs, practices and policies through the peer-to-peer consulting, advocacy, and engagement that remain hallmarks of an equity advisor model.

We use the acronyms associated with our institutional names in subsequent references throughout this program book, and acknowledge the involvement of our pioneering organizations:

University of California, Office of the President (UCOP)
University of California, Berkeley (UCB)
University of California, Davis (UCD)
University of California, Irvine (UCI)
University of California, Los Angeles (UCLA)
University of California, Merced (UCM)
University of California, Riverside (UCR)
University of California, San Diego (UCSD)
University of California, San Francisco (UCSF)
University of California, Santa Barbara (UCSB)
University of California, Santa Cruz (UCSC)

We also thank:

The **Advancing Faculty Diversity Program of the University of California Office of the President** for its grant support for the CREATE project. The Advancing Faculty Diversity Program supports efforts on UC campuses to develop recruitment processes with the potential to increase more diverse faculty hiring and to advance equity-oriented interventions, data capacity, and research that improve workplace climate and retention outcomes.

The **Offices of the Chancellor and Provost** at UCI for the ongoing leadership and vision of Chancellor Howard Gillman and Provost Hal Stern to support an Office of Inclusive Excellence as part of the core functions of the University.

Our **planning group** for this symposium:

Marguerite Bonous-Hammarth, UCI
Douglas Haynes, UCI
Mu-Chun Chen, UCI
Matthew Freedman, UCI
MJ Ibale, UCI
Philip Kass, UCD
Mariam Lam, UCR
Jeffery Milem, UCSB
Diane O'Dowd, UCI
Patricia Osorio-O'Dea, UCOP
Tootie Yee, UCI

CREATE Symposium Schedule At-a-Glance

Time		Locations	
	Dining Hall	**Main Room 1 Sessions - Huntington Room**	**Breakout Room 2 Sessions - Newport Room**
8:00-8:45	**Breakfast**		
		Zoom Link: https://uci.zoom.us/j/98784514014?pwd=V1BDSzhvMlFhbkJ3ek9LcmwyRjNMQT09 Meeting ID: 987 8451 4014 Passcode: 636772	**Zoom Link**: https://uci.zoom.us/j/97388197808?pwd=UTFWdlVCdWhSRFVvcTRXMjZZMXdxUT09 Meeting ID: 973 8819 7808 Passcode: 585228
8:45-9:00		**Welcome** D.Haynes (UCI) **Remarks** H. Stern (UCI)	
9:00-9:30		**UC 2030 Goals and Faculty Hiring** D.Haynes - Facilitator (UCI) S. Carlson (UCOP) and P. Brown (UCOP)	
9:30-10:15		**Lessons Learned from Equity Advisors** M. Lam - Facilitator (UCR), D. Haynes (UCI), A.Scharf (UCB), K. Shauman and S. Rivera (UCD), and Z.Valdez (UCM)	
10:15-10:20	**Break**		
10:20-11:20		**Keynote** S. Hurtado and D. White-Lewis (UCLA)	
11:20-11:25	**Break**		
11:25-12:35		Session 1 - **Connections across Climate, Retention and Success to Inform Action** M. Chen - Facilitator (UCI), D. Haynes and J. Meadors (UCI), C. Straight (UCLA), E. Ozer (UCSF), and R. Todd Benson (Collaborative on Academic Careers in Higher Education)	Session 2 - **How We Did It: Specific Hiring Practices to Advance Faculty Diversity** M. Freedman - Facilitator (UCI), D. O'Dowd (UCI), D. Tobias (UCI), P. Kass (UCD), V. Ferreira (UCSD), and M. Alber (UCR)
12:35-1:15	**Lunch**		
1:15-2:20		Session 3 - **Examining Impacts to Develop the Professoriate: Examples of the UC President's Postdoctoral PPFP/Hiring Incentive and Best Practices on Faculty Hiring** M. Lawson - Facilitator and Presenter (UCOP), H. Lee (UCSC), K. Norris (UCLA Health), and S.Inkelas (UCB)	Session 4 - **Brass Tacks for Mentoring and Retention** N. Bandelj - Facilitator (UCI), I.Yim (UCI), A. Edinger and M. Yassa (UCI), and B. Endemaño Walker (UCSB)
2:20-2:30	**Break**		
2:30-3:15		**How Will UC Look Different? Planning and Mapping Progress** D. Haynes - Facilitator (UCI) Shirley Malcom (AAAS SEA Change Program) Yvette Gullatt (UCOP)	
3:15-3:50		**Action Planning for a SEA Change: Translating Intentions into Action Exercise** D. Haynes and M. Bonous-Hammarth (UCI)	
3:50-4:15	**Departures & Shuttle**		

Connectivity Items

Virtual Meeting Links

Two Zoom Links will be used during the symposium (noted on the Schedule At-a-Glance)

They are:

Main room (Huntington Room) sessions:

Zoom Link: https://uci.zoom.us/j/98784514014?pwd=V1BDSzhvMlFhbkJ3ek9LcmwyRjNMQT09
Meeting ID: 987 8451 4014
Passcode: 636772

Breakout room 2 (Newport Room) sessions:

Zoom Link: https://uci.zoom.us/j/97388197808?pwd=UTFWdlVCdWhSRFVvcTRXMjZZMXdxUT09
Meeting ID: 973 8819 7808
Passcode: 585228

WiFi

Free WiFi is available via the Beckman Center's visitor network. Please select from your connectivity options

Technical Support

For technology assistance, please use the following contacts:

In-person support audio/visual support - (949) 721-2211 (*Beckman representative will arrange in-person assistance via radio*)

Virtual zoom troubleshooter - (949) 721-2205

CREATE Website

Access CREATE symposium and other information at: https://inclusion.uci.edu/event/comparing-relevant-equity-advisor-tools-to-empower-create/

Welcome and Remarks

Opening Session
8:45 a.m.-9:00 a.m.
Huntington Room

Welcome

Douglas Haynes (**pronouns**: he/him)
Vice Chancellor for Equity, Diversity and Inclusion, UCI

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. He 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, Dr. Haynes 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 Asian American and Native American Pacific Islander-serving institution, and to be recognized with a bronze award by the American Association for the Advancement of Science STEMM Equity Achievement (SEA) Change Program.

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 PhD in modern European history from UCB.

Remarks

Hal Stern (**pronouns**: he/him)
Executive Vice Chancellor and Provost, UCI

Hal Stern is provost and executive vice chancellor at UCI and Chancellor's Professor in the Department of Statistics. Provost Stern previously served UCI as founding chair of the Department of Statistics, dean of the Donald Bren School of Information and Computer Sciences, and vice provost for academic planning. Prior to joining the faculty at UCI, he held faculty positions at Iowa State University and Harvard University.

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

Opening Speakers

UC's 2030 Goals for Faculty Hiring: What Is the Plan and How Are We Doing?

8:45 a.m.-9:00 a.m.
Huntington Room

Presenters

Pamela Brown (**pronouns**: she/her)
Vice President for Institutional Research and Academic Planning
UCOP

Susan Carlson (**pronouns**: she/her)
Vice Provost for Academic Personnel and Programs
UCOP

In 2019, UC adopted “UC 2030,” a three-point plan for the University to better serve the state of California. The plan focuses on issues of equity, and in addition to goals of producing additional UC degrees and increasing graduation rates in that time frame, UC has set a goal of investing in the next generation of faculty and research by adding 1,100 ladder-rank faculty. The presenters will provide an update on efforts to diversify the graduate student population as well as the faculty as a key component of the plan. In addition, the presentation will discuss the contribution to the 2030 plan of systemwide programs designed to increase the diversity of the faculty, including Advancing Faculty Diversity, the President’s Postdoctoral Fellowship Program, and SEA Change.

Pamela Brown is vice president of Institutional Research and Academic Planning (IRAP) at the UC Office of the President. She began in November 2013 and manages a team that produces evidence-based analyses and reports for university and academic senate leaders to advance strategic and academic planning, address legislative requests, support assessment, and promote transparency efforts.

IRAP is responsible for the production of UC Annual Accountability Report (https://accountability.universityofcalifornia.edu/2021/), UC Information Center (https://www.universityofcalifornia.edu/infocenter), and UC in California maps (http://arcgis.cisr.ucsc.edu/ucop/) that illustrate the impact of UC through data-driven narratives and visualizations. The team administers numerous system-wide surveys, including UC Undergraduate Experience Survey (UCUES), undergraduate and graduate cost of attendance, and graduate student well-being, and the IRAP website (http://www.ucop.edu/institutional-research-academic-planning/index.html) includes additional topic briefs and reports on university academic and administrative operations. Prior to joining UCOP, Dr. Brown worked sixteen years at UC Berkeley where her last role was executive director of the Office of Planning and Analysis. She received her master’s degree from the Graduate School of Public Policy and her Bachelor of Arts degree in applied mathematics both from UCB.

Session Speakers

Cont'd.

Susan Carlson is vice provost for academic personnel and programs at the UC Office of the President, and professor of English at UCD. Dr. Carlson has responsibility for UC system-wide policy, data, and processes that support faculty recruitment, retention, advancement, and diversity. She also has responsibility for six hallmark UC system-wide programs, including the University of California Press, The California Digital Library, the UC Center Sacramento, the UC Washington Center, and the President's Postdoctoral Fellowship Program. While at UC, she has prioritized development of programs to support faculty excellence and diversity, including the establishment of UC Recruit on all ten campuses and the development of the first system-wide faculty retention and exit survey. She is currently co-PI on two NSF grants to study the evaluation of equity in faculty recruitment and to enhance racial and gender diversity in the "teams" of team science. She has published two books on women and comedy and numerous articles and essays on Shakespeare, women playwrights, and the British suffrage theatre.

Lessons Learned from Equity Advisors

9:30 a.m.-10:15 a.m.
Huntington Room

Presenters:

Mariam Lam (**pronouns**: she/her), UCR
Douglas Haynes (**pronouns**: he/him), UCI
Karie Frasch (**pronouns**: she/her), UCSF
Kimberlee Shauman (**pronouns**: she/her), UCD
Susan Rivera (**pronouns**: she/her), UCD
Zulema Valdez (**pronouns**: she/her), UCM

Presenters share they insights and origin stories as a way to set context for the symposium. This session emphasizes place and priorities that have shaped various models and equity advisor components across the system. The session IS NOT a compare and contrast, but rather, a consideration of the full range of options to foster systemic and enduring organizational changes for diversity, equity and inclusion. Presenters invite the audience into dialogue about the current issues further capturing our attention and action and facilitating new levels of partnership and demonstrated accountability for inclusive excellence.

Keynote Speakers

Recruitment and Training of Faculty to Become Culturally Aware Mentors

10:20 a.m.-11:20 a.m.
Huntington Room

Presenters

Sylvia Hurtado (**pronouns**: she/her)
Professor of Education
UCLA

Damani White-Lewis (**pronouns**: he/him)
Postdoctoral Scholar
University of Maryland, College Park

In this talk, Dr. Sylvia Hurtado and Dr. Damani White-Lewis draw on research to review strategies for advancing equity in faculty hiring and mentoring processes. Specifically, they highlight the importance of prioritizing mentoring as a key criterion in the faculty hiring process, and how mentor training can be implemented to increase cultural awareness among both new and current faculty. Suitable for all attendees, they will conclude by providing actionable steps for institutional change.

Sylvia Hurtado is a professor of education in the School of Education and Information Studies, and directed the Higher Education Research Institute at UCLA for over a decade. She has written extensively on diverse students' college experiences, the campus racial climate, and higher education equity and inclusion. In addition to many publications in these areas, she is co-editor of two books that each won International Latino Book Awards. She engages in collaborative evaluation of STEM intervention programs, including research on culturally aware mentor training for graduate faculty in the biomedical sciences, and on how STEM student-centered interventions result in diversity, equity, and inclusion in science. She currently serves as a Special Advisor to the Chancellor at UCLA on Latinx issues.

Damani White-Lewis is a postdoctoral scholar is a postdoctoral scholar in the School of Education at the University of Maryland, College Park. He studies racial equity issues in academic careers and contexts using theories and methods from organizational behavior and social psychology. Dr. White-Lewis' research has been funded by the National Institutes of Health, National Science Foundation, and has been published in top education and science journals such as *The Journal of Higher Education*, *The Review of Higher Education*, *CBE-Life Sciences Education*, and *Teachers College Record*. His research has garnered several national awards and honors from organizations such as the Association for the Study of Higher Education and the American Educational Research Association. As a public scholar he has been featured in outlets such as *Inside Higher Ed* and *Diverse: Issues in Higher Education*, and regularly consults with college campuses and external organizations to address issues related to racial equity, institutional transformation, and systemic change in higher education. He received his PhD from the Division of Higher Education & Organizational Change at UCLA, where he was also a research analyst at the Higher Education Research Institute. He received his MA in higher education from the University of Maryland, College Park, and his BA in political science from the University of Maryland, Baltimore County.

Concurrent Sessions

11:25 a.m.-12:35 p.m.

Session 1: Huntington Room

Connections across Climate, Retention and Success to Inform Planning and Actions

Presenters:

Mu-Chun Chen (**pronouns**: she/her), UCI - facilitator
Douglas Haynes (**pronouns**: he/him), UCI
Joshua Meadors (**pronouns**: he/they), UCI
Carli Straight (**pronouns**: she/her), UCLA
Elizabeth Ozer (**pronouns**: she/her) UCSF
R. Todd Benson (**pronouns**: he/him), Harvard University

Presenters will briefly share examples of evidence-informed retention projects to create more inclusive climates for faculty advancement and promotion, individual and institutional productivity. Their examples include the institutional dashboards, leadership development projects and faculty surveys to inform climate and culture change. All attendees are then asked to discuss the best practices aligned to definitions, relevant metrics, and informed actions for individual and organizational success. As organizations and as a system, what needs to be prioritized and why?

Session 2: Newport Room

How We Did It: Using Examples of the Inclusive Excellence Supplement and Redacted Review to Advance Diversity Faculty Hiring

Presenters:

Matthew Freedman (**pronouns**: he/him), UCI - facilitator
Diane O'Dowd (**pronouns**: she/her), UCI
Douglas Tobias (**pronouns**: he/him), UCI
Philip Kass (**pronouns**: he/him), UCD
Victor Ferreira (**pronouns**: he/him), UCSD
Mark Alber (**pronouns**: he/him), UCR

The presenters summarize briefly selected key practices and their faculty hiring outcomes to examine levers for change to diversify the professoriate. Examples will include central hiring incentives, uses of statements about candidates' contributions to diversity, equity and inclusion practices, and redacted review of faculty applicants. How are we operationalizing merit as we cultivate our talent pools? What are important next steps to reduce bias in the hiring and selections processes? How should lessons learned inform subsequent considerations of faculty advancement and promotions?

Concurrent Sessions

1:15 p.m.-2:20 p.m.

Session 3: Huntington Room

Examining Impacts to Develop the Professoriate: Examples of the UC President's Postdoctoral Fellowship Program Hiring Incentive and Best Practices on Faculty Hiring

Presenters:

Mark Lawson (**pronouns**: he/him), UCOP and UCSD - presenter and facilitator

Herbert Lee (**pronouns**: he/him), UCSC

Keith Norris (**pronouns**: he/him), UCLA Health

Karie Frasch (**pronouns**: she/her), UCB

Presenters take one tool from their toolboxes to discuss endearing opportunities and outcomes associated with best practices for faculty hiring. They focus attention on key best practices such as the UC President's Postdoctoral Fellowship Program/UC Chancellor's Postdoctoral Fellowship, descriptive job ads written to attract interest, and pathway programs aligned in the health sciences and other activities in relation to faculty hiring outcomes. How do we understand the impacts of specific activities amid a sea of emerging and established best practices and hunches? What efforts can we pilot to understand impacts better? Are there cumulative impacts?

Session 4: Newport Room

Brass Tacks for Mentoring and Retention

Presenters:

Nina Bandelj (**pronouns**: she/her), UCI - facilitator

Ilona Yim (**pronouns**: she/her), UCI

Aimee Edinger (**pronouns**: she/her)

Michael Yassa (**pronouns**: he/him), UCI

Barbara Endemaño Walker (**pronouns**: she/her/ella), UCSB

Presenters explore a range of options from funded grant programs and departmental practices for discipline-specific faculty development outcomes. They explore such topics as: creating culture-ready environments to support mentoring and networking teams, growing mentoring programs across structural levels, and communicating impacts to ensure equity and inclusion.

Closing Remarks

How Will UC Look Different? Planning and Mapping Progress

2:30 p.m.-3:15 p.m.

Huntington Room

Presenters

Shirley Malcom (**pronouns**: she/her)
Director, SEA Change Program
American Association for the Advancement of Science (AAAS)

Yvette Gullatt (**pronouns**: she/her)
Vice President and Vice Provost
UCOP

The presenters explore the main components of AAAS SEA Change and its relevance and application across the UC system. What opportunities for are envisioned for system-wide SEA Change framework? How does the equity advisor role align and present unique opportunities for future UC SEA Change designations?

Shirley Malcom is senior advisor and director of SEA Change, an institutional transformation initiative, at the AAAS. In her more than 40-year tenure at the Association she has worked to improve the quality and increase access to education and careers in STEMM for all women, BIPOC men (Black, Indigenous and People of Color), persons with disabilities and other marginalized groups, and to enhance public science literacy.

Dr. Malcom is a trustee of Caltech and regent of Morgan State University. She is a former member of the National Science Board, the policymaking body of the U.S. National Science Foundation, and served on President Clinton's Committee of Advisors on Science and Technology. Malcom, a native of Birmingham, Alabama, received her PhD in ecology from Pennsylvania State University, a master's degree in zoology from UCLA and bachelor's with distinction in zoology from the University of Washington. She has been recognized for her work and service by all of these institutions, receiving the Distinguished Alumni Award from The Pennsylvania State University (2001), the UCLA Medal (2015), and Alumna Summa Laude Dignata of the University of Washington (1998). Dr. Malcom is an elected fellow of the AAAS and a member of the American Academy of Arts and Sciences. She holds 17 honorary degrees, is the 2021 recipient of the Gold Key Award of Sigma Xi, and serves on the boards of the Heinz Endowments and Public Agenda. She also chairs the board of NMSI, the National Math-Science Initiative. In 2003, Dr. Malcom received the Public Welfare Medal of the US National Academy of Sciences, the highest award given by the Academy.

Cont'd.

Yvette Gullatt serves as vice president for graduate and undergraduate affairs, vice provost for equity, diversity and inclusion, and chief diversity officer for the UC system. She oversees system-wide programs, services and initiatives that maximize baccalaureate and graduate degree attainment, including outreach and educational partnerships, student services, financial aid, undergraduate admissions, graduate studies, teacher education and teacher professional development, and online education. As chief diversity officer for the university, she leads essential efforts to further UC's aspirations as a diverse and inclusive institution by fostering equitable campus climates for students, faculty and staff.

Dr. Gullatt has served in a variety of system-wide leadership positions. As vice provost for education partnerships, she launched key initiatives to expand UC's role in public education, including data systems that help schools improve UC and CSU eligibility rates, and partnerships with K–12 schools, California higher education institutions and community-based organizations to improve academic preparation for more first-generation, low-income and underrepresented students. In 2015 her role as vice provost was expanded to include responsibility for strategic expansion of UC-wide diversity and inclusion efforts and in 2019 expanded to include student affairs. Before joining the UC Office of the President, she served for in a variety of administrative and leadership roles at UCB.

She received her BA, MA and PhD degrees in English from UCB. Her research interests include early African American life writing and Afro-Christian discourses of community development and nationalism. She is a graduate of the Management Development Program at the Harvard Institutes for Higher Education in the Harvard Graduate School of Education and the UC-CORO System-wide Leadership Collaborative.

Action Planning for a SEA Change: Translating Intentions into Actions Exercise

3:15 p.m.-3:50 p.m.
Huntington Room

Presenters:
Douglas Haynes (**pronouns**: he/him), UCI
Marguerite Bonous-Hammarth (**pronouns**: she/hers), UCI

Presenters share an summary about action planning that engaged equity advisors and other equity leaders at UCI. They then engage participants in sharing issues related to their respective planning while examining empirically-informed processes from the field (Dobbin & Kalev, 2016; Vuletich & Payne, 2019) and brief exercise for future conversation. They preview two upcoming virtual forums for continued engagement, as well as small funding available to UC equity advisor groups to support continued cross-institutional conversations.

Session and Concurrent Session Presenter Biographies

(Alphabetical)

Mark Alber (**pronouns**: he/him) earned his PhD in mathematics at the University of Pennsylvania under the direction of J.E. Marsden (UCB and Caltech). He held several positions at the University of Notre Dame, including most recently the Vincent J. Duncan Family Chair in Applied Mathematics. He also served as the director of the Interdisciplinary Center for the Study of Biocomplexity at the University of Notre Dame. He is currently Distinguished Professor in the Department of Mathematics and director of the Center for Quantitative Modeling in Biology at UCR. Dr. Alber was elected a fellow of the AAAS in 2011. He currently serves as a deputy editor of the leading journal in computational biology: *PLoS Computational Biology*. He is also a member of the editorial boards of *Biophysical Journal* and *Bulletin of Mathematical Biology*. His research interests include combined experimental and computational multi-scale modeling study of blood clot formation, epithelial tissue growth, cancer invasion, bacterial antibiotics resistance, and wound healing. His research program is funded by the grants from NSF and NIH.

Nina Bandelj (**pronouns**: she/her) is Chancellor's Professor in the Department of Sociology, and associate vice provost for faculty development at UCI. She has served as equity advisor and acting associate dean for research and graduate affairs in the School of Social Sciences, and as facilitator in Women's Initiative supported by UCOP. An economic sociologist, Dr. Bandelj studies how social relations, culture, power, and emotions influence economic processes. She has published many articles and six books, most recently *Money Talks: Explaining How Money Really Works* (with Frederick F. Wherry and Viviana Zelizer). Dr. Bandelj is past fellow at the Center for Advanced Study in the Behavioral Sciences at Stanford, the Max Planck Institute for the Study of Societies in Cologne, and the European University Institute in Florence. She is an honorary member of the Sociological Research Association, and a recipient of the Distinguished Mid-Career Award for Service, the Dynamic Womxn Award for Academic Achievement, and the Carol Connor Equity Advisor Impact Award. Dr. Bandelj serves as one of the editors of *Socio-Economic Review*, treasurer of the Society for the Advancement of Socio-Economics, and vice president of the American Sociological Association. She received her PhD from Princeton University.

R. Todd Benson (**pronouns**: he/him) is the executive director and principal investigator of the Collaborative on Academic Careers in Higher Education (COACHE) and has worked in higher education for nearly three decades. He first served as a student affairs administrator for over ten years before pursuing a doctorate in Higher Education Leadership and Policy at Vanderbilt University. Making the leap from student affairs to academic affairs began with work in service-learning and civic engagement at East Stroudsburg University, where he collaborated with faculty and staff on a host of classroom-based and co-curricular projects. During his doctoral studies, Dr. Benson studied the experiences of doctoral students and the factors that contributed to their acculturation into their respective disciplines. Currently, he leads the COACHE team on all dimensions of its research and partner engagement. He has spoken and published on various issues, including academic leadership and the strategic use of data in higher education.

Cont'd.

Marguerite Bonous-Hammarth (**pronouns**: she/her) is an assistant vice chancellor for equity, diversity and inclusion in the Office of Inclusive Excellence at UCI. She has served as an administrator and researcher examining the areas of leadership development, college student development, learning assessment, and person-organization fit between organizational and individual values for over 20 years. She was part of the original ensemble of researchers who developed A Social Change Model of Leadership Development (Alexander W. Astin and Helen Astin, PIs), to develop critical leadership skills through evidence-informed practices. Her publications include *Bridging Marginality for Inclusive Higher Education*, 2022 (Ed.), and "Promoting Student Participation in Science, Technology, Engineering, and Mathematics Careers," 2005. In her current role, she manages central accountability programs to advance diversity, equity, and inclusion on campus, including strategic action planning for inclusive excellence and UCI SEA Change - an initiative aligned to the AAAS SEA Change Program to broaden inclusion in science, technology, engineering, mathematics and medicine. She serves as program manager for the UCI ADVANCE program. She received her MA in literature from UCSD and a PhD in education from UCLA.

Mu-Chun Chen (**pronouns**: she/her) is a theoretical particle physicist at UCI. She serves as associate dean for diversity, equity and inclusion in the School of Physical Sciences, professor in the Department of Physics and Astronomy, and was a former DECADE mentor, vice chair of graduate studies and inaugural vice chair of inclusive excellence for her department and an equity advisor in the school. Her research examines the properties of the elementary particles and fundamental forces of nature. Currently, she is focusing on the origin of neutrino masses and oscillation as well as the origin of matter-antimatter asymmetry of the universe. Dr. Chen is recipient of the Department of Physics and Astronomy Undergraduate Teaching Award, bestowed by the graduating class of undergraduates to a faculty member who most inspired them in their studies. She also was a recipient of a Humboldt Research Fellowship and a Carl Friedrich von Siemens Fellowship (from the Alexander von Humboldt Foundation). She received her PhD in physics from the University of Colorado at Boulder.

Aimee Edinger (**pronouns**: she/her) is a professor in the Department of Developmental and Cell Biology, a Chancellor's Fellow in the School of Biological Sciences and a member of the NCI-designated Chao Family Comprehensive Cancer Center at UCI. She joined UCI in 2005 after completing a PhD in virology, veterinary training (VMD), and a postdoctoral fellowship in cancer metabolism at the University of Pennsylvania. Dr. Edinger is the associate director of the UCI Cancer Research Institute and co-director of a NCI T32 training grant that supports interdisciplinary cancer research training at UCI. Her lab and research in leukemia, prostate, and breast cancer models have been funded by the National Cancer Institute, the National Institute of General Medical Sciences, the American Cancer Society, the Department of Defense's Congressionally Directed Medical Research Program, and other organizations. She is an inventor on seven patents with others in process.

Dr. Edinger has taught several of UCI's undergraduate and graduate core courses and is actively engaged in the development of an honors curriculum focused on critical analysis of primary research data and intellectual risk-taking. The Edinger lab includes a cohort of dedicated undergraduate researchers who make key contributions to our discovery efforts and publications. Dr. Edinger's efforts to support UCI's teaching mission have been recognized by the 2021 De Gallow UCI Professor of the Year award, a Chancellor's Award for Excellence in Undergraduate Research, and a Golden Apple teaching award from the School of Biological Sciences. She has served as the equity advisor for the school since 2016. In this role, she works with school leadership to promote diversity, equity, and inclusion.

Session and Concurrent Session Presenter Biographies

Cont'd.

Karie Frasch (**pronouns:** she/her) is director of the Office for Faculty Equity & Welfare (OFEW) at UCB. She holds a PhD from the School of Social Welfare at UCB. She is a key strategist in the Division of the Vice Provost for the Faculty in initiating and developing new campus strategic directions, long- and short-range plans and innovative initiatives related to faculty recruitment, advancement, equity, and welfare. Dr. Frasch has promoted inclusive hiring practices, support for assessment and inclusion of diversity, equity, inclusion, and belonging in hiring and merit and promotion, developed and proposed policies to support faculty welfare, and conducted research on faculty hiring, equity, and career-life issues. She is the author of articles and reports on the effects of family formation on academic careers, with Mary Ann Mason and Marc Goulden, including “Why Graduate Students Reject the Fast Track,” and “Staying Competitive: Patching America’s Leaky Pipeline in the Sciences,” which led to new family responsive policies at several of the federal granting agencies. She was also instrumental in the development of the new UC system-wide paid family leave benefit. Her recent research, with Marc Goulden, Angy Stacy, and Janet Broughton, on the factors associated with best practices for faculty recruitment and retention, including the article, "Searching for a Diverse Faculty: What Really Works,” has helped to inform data-driven approaches to faculty search practices. Dr. Frasch is the co-PI on two UC Advancing Faculty Diversity Climate and Retention initiatives: “Faculty Link” and “DEIBlueprint.” She also serves on a number of Berkeley campus and UC system-wide committees, working groups, and task forces.

Victor Ferreira (**pronouns:** he/him) is interim associate vice chancellor at the Center for Faculty Diversity and Inclusion and professor in the Department of Psychology at UCSD. His research focuses on the mental and neural processes that underlie the human ability to produce language and communicate successfully. The Language Production Laboratory, which he directs with Psychiatry Professor Tamar Gollan, is supported by the National Institutes of Health.

A seasoned leader committed to equity, diversity, and inclusion, Dr. Ferreira brings a wealth of leadership experience to this role. In addition to serving as a department chair for six years and co-convener of the Council of Chairs for four, he has also chaired the Academic Senate Committee on Academic Personnel and the Committee on Research. Additional leadership experience includes co-directing the Joint Doctoral Program in Language and Communicative Disorders and serving as editor-in-chief of the *Journal of Memory and Language*. Dr. Ferreira was a member of VC-EDI’s Advisory Council on Equity, Diversity, and Inclusion, served as an EDI Advocate and Influencer, which helped develop UCSD’s first strategic plan for inclusive excellence, and is also a faculty affiliate of the Triton FirstGen student initiative. He has a PhD in psychology from the University of Illinois and a Bachelor of Science in psychology from McGill University in Montreal, Canada.

Matthew Freedman (**pronouns:** he/him) is a professor of economics at UCI. He has been the equity advisor for UCI's School of Social Sciences since 2020 and has served on school-level faculty development, diversity, and climate committees. He is also the executive director of the California Federal Statistical Research Data Center (FSRDC) at UCI and a co-editor at the *Journal Regional Science* and *Urban Economics*. His primary research interests are in labor economics, public finance, and urban economics. He has published widely in economics and policy journals on topics related to residential segregation, housing and commercial investment, crime, and the social safety net. He received his PhD in economics from the University of Maryland-College Park.

Session and Concurrent Session Presenter Biographies

Cont'd.

Douglas Haynes (**pronouns:** he/him) is the inaugural chief diversity officer and vice chancellor for equity, diversity, and inclusion at UCI. In these roles, he provides executive leadership to empower students and employees to maximize their potential in an affirmative learning and working environment at UCI. Through the Office of Inclusive Excellence (OIE) he leads a team of inclusive excellence champions to advance institutional transformation. To this end, OIE drives accountability through data-driven metrics; mounts a suite of capacity building courses and training modules; engages in research and evidence-based best practices to promote a thriving organization; and leverages external partnerships to accelerate change at UCI and throughout UC. In 2021 UCI received the SEA Change Bronze Award from American Association for the Advancement of Science (AAAS) based on an unprecedented institutional self-assessment and action plan to promote equity, diversity, and inclusion. Among his publications on the landscape of American higher education, include “Toward an Inclusive Excellence University: Building a Culture Where Black People Thrive in the University of California” in *Bridging Marginality through Inclusive Higher Education*, (Palgrave Macmillan, 2022).

Dr. Haynes is a professor of modern European history and African American studies. His research advances understanding about the knowledge, authority, and power of modern medicine, science, and technology in terms of the fault-lines of race, gender, and class in society. This framework animates his two single authored books entitled *The Conquest of Tropical Disease* and *Fit to Practice*. In 2014, Dr.Haynes also led the establishment of the Center for Medical Humanities and served as the inaugural director for five years. The center represents an unprecedented collaboration among deans and faculty in three schools: arts, humanities, and medicine. Central to this collaboration is an enduring commitment to the multi-disciplinary understanding of health, healing, and well-being.

A native of San Francisco, Dr. Haynes graduated from Pomona College in Claremont, California. Returning to the Bay Area, he completed his PhD in modern European history at UCB. He was a Fulbright Scholar and a recipient of a University of California President’s Postdoctoral Fellowship.

Sharon Inkelas (**pronouns:** she/her) is s special faculty advisor to the chancellor on campus welfare (since 2017), associate vice provost for the faculty (since 2020), and professor in the Department of Linguistics at UCB (since 1992). She was a member of the Chancellor’s Senate/Administration Committee on Sexual Violence and Sexual Harassment in 2016. She has also served on the campus and system-wide Academic Senate Privilege and Tenure Committee as well as on the Committee for the Protection of Human Subjects..

Session and Concurrent Session Presenter Biographies

Cont'd.

Philip Kass (**pronouns:** he/him) is vice provost for academic affairs and professor in the Department of Population Health & Reproduction at the UCD School of Veterinary Medicine. His research examines quantitative epidemiology in companion animals — that is, analyzing data to identify factors that contribute to disease. He earned five UCD degrees: bachelor's, master's and doctorate in veterinary medicine; Master of Science in statistics; and PhD in comparative pathology/epidemiology. He completed post-doctoral work in environmental epidemiology at the UCLA School of Public Health. A faculty member since 1990, he is the recipient of his school's Faculty Teaching Award (2009-10) and two Outstanding Faculty Awards from the Graduate Group in Epidemiology. He is the author or co-author of more than 500 published papers, and he has written or co-written several book chapters.

Dr. Kass' former roles included serving as chair of faculty in the School of Veterinary Medicine, chair of the Department of Population Health and Reproduction, chair of the UC Davis Committee on Privilege and Tenure, serving on the UC Davis Academic Senate's Executive Council, and most recently as associate vice provost for faculty equity and inclusion. In the latter capacity, his responsibilities included using biostatistical methods to conduct research into determinants of rates of advancement, oversight of faculty hiring and promoting effective practices with respect to enhancing diversity in professorial ranks, and annually performing analyses of faculty salaries across the university leading to unique individual-level equity adjustments.

Mariam Lam (**pronouns:** she/her) is vice chancellor for diversity, equity and inclusion and chief diversity officer (2016-Present) at UCR, and is chair/convenor of the UC Council of Chief Diversity Officers (2018-Present). She has also served as interim assistant dean of students for Ethnic and Gender Programs in Student Affairs (2019-2020). She joined the UCR faculty in 2002 as a member of the Department of Comparative Literature and Languages with specialization in Southeast Asian studies, part of a Henry Luce Foundation and College of Humanities, Arts and Social Sciences initiative in Southeast Asian Studies. Her research examines comparative Asian and diasporic literatures, arts and cultures, postcolonial criticism, critical race and ethnic studies, globalization, gender and sexuality, and topics related to minoritization and multiculturalism, la Francophonie, and academic disciplinarity. She was founding co-editor-in-chief of the *Journal of Vietnamese Studies* and a founding editorial board member of *Boom: A Journal of California*, both for the University of California Press. She served as director of Graduate Studies and admissions advisor for both the Department of Comparative Literature and the Southeast Asian Studies Interdisciplinary Research Program (SEATRiP), later stepping into the position of director of the Southeast Asian Studies Program. As a faculty member, Lam has served as vice chair of the Academic Senate, chair of the Committee on Committees and system-wide UCOC member, and in many other system-wide committees and task forces. She earned a bachelor's degree in English, a minor in Spanish, and master's and PhD degrees in comparative literature with Certificates of Emphasis in feminist studies and Asian American studies from UCI. In her role as the vice chancellor and chief diversity officer, Lam advises the leadership team, including the chancellor, on all issues related to diversity, equity and inclusion, and sets the vision and course for positioning UCR as a national leader in re-imagining diversity in higher education.

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Mark Lawson (**pronouns:** he/him) is director of the UC President's Postdoctoral Fellowship Program (PPFP) and faculty director of postdoctoral training and education at UCOP and professor in residence of reproductive medicine in the Department of Obstetrics, Gynecology, and Reproductive Sciences at UCSD School of Medicine. He also serves as chair of the Embryonic Stem Cell Research Oversight Committee at UCSD. His research and lab focus on understanding how the brain and pituitary interpret and respond to various signals that control reproductive hormone synthesis and secretion. He earned his BS in microbiology from San Diego State University, a PhD in biological sciences from UCI, and completed a post doctorate in neuroscience and endocrinology at the Salk Institute at UCSD.

In his role as director, he oversees one of the most prestigious fellowship programs to encourage outstanding women and minority PhD recipients to pursue academic careers at the UC. The current program offers postdoctoral research fellowships, professional develop and faculty mentoring to outstanding scholars in all fields whose research, teaching and service. The goal of the program is to provide research opportunity and career development for scholars whose work will enhance the diversity of the academic community at UC. Approximately 75% of UC PPFP participants have received tenure track faculty appointments. Since 2003, over 100 former fellows have received faculty appointments at UC campuses.

Herbert Lee (**pronouns:** he/him) is is vice provost for academic affairs and professor in the Department of Statistics in the Jack Baskin School of Engineering at UCSC, and he was previously the campus diversity officer for faculty. He earned his BS in mathematics at Yale University and his MS and PhD in statistics at Carnegie Mellon University. His research interests include Bayesian statistics, computer simulation experiments, inverse problems, spatial statistics, and neural networks.

As vice provost, Dr. Lee provides leadership in key academic areas, including inclusive faculty recruitment, program development and review, leadership development, and accreditation. Academic Affairs includes the Academic Personnel Office, Online Education, the Center for Innovations in Teaching and Learning (CITL), and the UCSC Arboretum. Both Online Education and the CITL focus on equity-minded practices to strengthen the culture of teaching, foster deep learning, and increase student success and engagement.

Joshua Meadors (**pronouns:** he/they) is the principal research analyst in the Office of Inclusive Excellence at UCI. In his current role, he oversees all surveys and analytics for inclusive excellence indicators, including campus-wide data collection and analysis about perceived climate. He creates reports, data visualizations, and dashboards for the public as well as UCI's leadership, and he hosts quarterly discussion forums around data policies and practices.

He formerly worked in institutional research for Compton College, completing research projects and interacting with a variety of constituents both internal and external to the institution. As part of these activities, Dr. Meadors designed and presented Legislative Report Cards to provide local, state, and federal legislators with enrollment and achievement data, and convened Research Brown Bag sessions to encourage learning among a variety of campus stakeholders. He also has worked extensively on accreditation reporting that contributed to the re-accreditation status for Compton College. He has previously taught at UC Riverside and received his PhD in social psychology from UCR.

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Keith C. Norris (**pronouns:** he/him) is executive vice chair for equity, diversity and inclusion at the David Geffen School of Medicine, senior associate director of equity, diversity and inclusion for the Clinical and Translational Science Institute, and professor in the Division of General Internal Medicine and Health Services Research at UCLA. An internationally recognized clinician scientist and health policy leader, Dr. Norris has been instrumental in shaping national health policy and clinical practice guidelines in the area of kidney disease. He has been one of most highly funded National Institutes of Health (NIH) investigators in the nation, and one of the most highly cited scientists in the world in the area of chronic kidney disease and health disparities. He has been a powerful advocate for minority institutions and served for seven years as the president of the Research Centers in Minority Institutions Program Association.
After leaving Cornell in 1976 at the age of 19, he attended Howard University College of Medicine, earning MD degree there and being inducted into the Alpha Omega Alpha medical honor society. In addition to being board certified in internal medicine and nephrology, he is an American Society of Hypertension Specialist in Clinical Hypertension. In 2014 he received his doctorate in religious, spiritual and metaphysical philosophy. After serving as executive vice president for research and health affairs and interim president at Charles Drew University, he returned to UCLA as a professor of medicine and co-director of the Clinical and Translational Science Institute Community Engagement Research Program.

His research interests focus on hypertension and chronic kidney disease in disadvantaged populations. Other research areas include the role of Vitamin D and oxidative stress in health disparities and enhancing community-academic partnerships. He was 1 of 19 PIs for the multi-site NIH funded African American Study of Kidney Disease and Hypertension (AASK) and the AASK Cohort Study, the largest comparative drug intervention trial focusing on renal outcomes conducted in African Americans. Dr. Norris was the founding principal investigator for the first national translational research network dedicated to reducing health disparities, the NIH-RCMI Translational Research Network. He has extensive experience in patient recruitment and retention, and community-partnered research within the South Los Angeles community. With his community partners he created the nation's first community faculty track at a medical school as a novel strategy to leverage community expertise to inculcate social determinants into health professional research and education. Dr. Norris has received numerous honors and awards from students, peers, community, and professional organizations. He has co-authored over 290 articles in peer-reviewed journals, 25 textbook chapters, and over 260 scientific abstracts. He currently serves as the editor-in-chief of the international journal Ethnicity and Disease. He also serves as an associate editor for the *Journal of the American Society of Nephrology*.

Diane O'Dowd (**pronouns:** she/her) is vice provost of the Office of Academic Personnel, Howard Hughes Medical Institute (HHMI) Professor in the Department of Developmental & Cell Biology in the School of Biological Sciences, and professor in the Department of Anatomy & Neurobiology in the School of Medicine at UCI. She received her PhD in biology at UCSD and completed a postdoctoral fellowship in neuroscience at Stanford University. She has been a professor at UCI since 1989 and her research lab focuses on the exploration of the cellular mechanisms underlying epilepsy disorders. She also conducts science education research with a focus on developing strategies that increase student learning in large introductory biology classes. She is a National Academies Education Mentor in the Life Sciences and an AAAS Fellow. 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). She served as equity advisor for the School of Biological Sciences.

In her role as vice provost, she oversees academic personnel processes for the main campus and medical school, including merits, promotions, recruitment, and retention. In addition, she is in charge of a wide range of academic policies and programs, including family friendly policies, annual pay equity studies, and professional development.

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Elizabeth Ozer (**pronouns:** she/her) is professor in the Department of Pediatrics and an associate vice provost for faculty equity in the Office of Diversity and Outreach at UCSF. Dr. Ozer is a psychologist whose research has focused primarily on the health of adolescents, young adults, and women. She has served as PI or co-investigator on numerous research grants supporting multidimensional interventions that have targeted clinicians, patients, and health care systems, focusing on both implementation and improving behavioral/health outcomes; as well as social determinants of health and disparities in the delivery of health services. In recent years, she has focused on ways that technology can be incorporated into successful models of preventive care, including developing an interactive behavioral/emotional health module for adolescents that can be integrated into health care delivery (AHRQ), and investigating the effect of a game-based behavior change system for preventing and reducing risky behaviors in adolescents (NSF/NCI).

Beyond research focused on adolescent and young adult health, through decades of focused research and engaging in ongoing university service and leadership roles, she has worked to develop and evaluate initiatives aimed at promoting diversity, equity, inclusion, and accessibility in the biomedical sciences. She serves as PI on a UC-funded initiative to advance faculty diversity in Departmental leadership positions, co-PI on an NIH Science Education Partnership Award to enhance the diversity of the biomedical, behavioral, and clinical research workforce, and was joint-PI on NIH-funded R01 research that focused on enhancing underrepresented minority (URM) doctoral students' motivation and persistence in biomedical research careers. She is director of the UCSF Faculty Equity Program, chair of the UC Systemwide Committee on the Status of Women, co-chair of the UCSF 2021 Climate/Inclusion Survey, and a member of UCSF's DEI Executive Leadership Council. In 2013, she was awarded the Chancellor's Award for the Advancement of Women. She holds a BA in psychology from the University of Michigan, a MA in psychology and a PhD in counseling and health psychology from Stanford University.

Susan Rivera (**pronouns:** she/her) is professor and chair of the Department of Psychology and a faculty member of both the UC Davis Center for Mind and Brain and the MIND Institute. She uses brain imaging (EEG/ERP and MRI) and eye tracking techniques to investigate questions about how underlying brain activity and behavior supports the development of skills (i.e., attention, visual perception, face processing, sensory processing and emotion regulation) in both typical and atypical development.

Dr. Rivera co-founded and co-chairs the Strength through Equity and Diversity (STEAD) Committee. She is the editor-in-chief for the *Journal Human Development* and is the recipient of both a Dean's Award for Diversity, Inclusion and Equity (2016) and a UC Davis Diversity and Principles of Community Faculty Citation Award (2015). She has a PhD from UCB.

Amy Scharf (**pronouns:** she/her) has more than 20 years' experience in educational equity and diversity leadership. She currently serves as UCB's director of faculty and departmental diversity initiatives, where she leads the departmental equity and inclusion planning efforts, directs key faculty diversity programs, provides strategic consultation to campus departments and administrators, and leads a wide variety of equity and inclusion workshops and dialogues for faculty, staff and students. She also directs the Multicultural Education Program. Her office is part of the Division of Equity & Inclusion. Before coming to Berkeley, Dr. Scharf spent many years in the non-profit education sector, directing state and national training initiatives on cultural competence, multicultural education, bias-based harassment, racial justice, LGBTQ+ and gender equity, and organizational transformation. She holds a PhD in social and cultural studies from UC Berkeley's Graduate School of Education, and has authored a number of research studies, toolkits, curricula, and teaching/training guides. In addition to her work at UCB, Dr. Scharf also holds a faculty position at Saint Mary's College of California in the Master of Arts in leadership.

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Kimberlee Shauman (**pronouns:** she/her) is a professor in the Department of Sociology and Principle Investigator of the Evaluating Equity in Faculty Recruitment Study. She is a founding member of the Strength Through Equity and Diversity (STEAD) committee and was the founding director of the UC Davis ADVANCE Program. Her research focuses on measuring and identifying the causes of educational and occupational inequalities, particularly in STEM fields. Her book, *Women in Science: Career Processes and Outcomes* (co-authored with Yu Xie), examines the underrepresentation of women in science from a life course perspective. In addition to ongoing studies of disparities by gender and race-ethnicity in faculty hiring and STEM education, she has studied the career causes and consequences of family migration among dual-earner couples, field-specific gender differences in the utilization of educational credentials, and the demographic consequences of persistent racial differences in mortality. She received her PhD from the University of Michigan.

Carli Straight (pronouns: she/her**)** is the director of institutional research in the BruinX office. Dr. Straight began a career at UCLA as a principal statistician in the Academic Personnel Office, playing a significant role in the UCOP-mandated faculty salary equity study and evaluation of the Negotiated Salary Trial Program. In 2016, she joined BruinX as a data scientist. Having joined the team shortly after the office was established, she has been a key player in the conception and implementation of major office initiatives and projects, including the BruinX Dashboards, Faculty Hiring Process Assessment, BruinXperience app, Academic Affirmative Action Plan, Diversity Scorecard, and Faculty Hiring Portfolios. Dr. Straight has worked in the field of institutional research for over 10 years. She holds a BA in psychology from UCSC and a MA and PhD in psychology from Claremont Graduate University.

Douglas Tobias (**pronouns:** he/him) is professor and chair of the Department of Chemistry at UCI. A computational chemist, he is also an investigator for the Center for Complex and Active Materials, using computer simulation techniques based on classical and quantum mechanics to model a variety of phenomena in liquids, aqueous solutions, interfaces, polymers, and biomolecular assemblies. A substantial portion of his work is devoted to the development and implementation of novel simulation methodology and analysis tools. Dr. Tobias is a fellow of the AAAS, the American Chemical Society, and the American Physical Society. He is also the recipient of the Theoretical Chemistry Award from the Physical Chemistry Division of the American Chemical Society in 2014 and the Soft Matter and Biophysical Chemistry Award from the Royal Society of Chemistry in 2017. Dr. Tobias has served on the editorial boards of the *Journal of Physical Chemistry*, the *Journal of Chemical Physics*, the *Journal of General Physiology*, among others. He holds a PhD from Carnegie Mellon University.

Zulema Valdez (**pronouns:** she/her) is associate vice provost for the faculty and professor of Sociology at UCM. As associate vice provost, Professor Valdez oversees faculty development and diversity initiatives aimed at the recruitment, hiring, and retention of faculty from diverse and underrepresented populations in higher education. She leads the Faculty Equity Advisor program at UCM, is lead PI on several Advancing Faculty Diversity initiatives totaling $1.2M for the campus, and is Co-PI on an Andrew W. Mellon Foundation Pathways to a Diverse Faculty grant, which seeks to promote the success of underrepresented faculty and graduate students in the humanities and humanistic social sciences. She serves as an ex-officio member of the Academic Senate Committee on Diversity and Equity Committee and the Committee on Faculty Welfare and Academic Freedom.

Session and Concurrent Session Presenter Biographies

Cont'd.

Barbara Endemaño Walker (**pronouns:** she/her/ella) concurrently serves as the director of research development and the special assistant to the executive vice chancellor for diversity Initiatives at UCSB. In these roles she is responsible for catalyzing research innovation and excellence through institutional strategic planning, mentoring and professional development activities with faculty members, and a portfolio of diversity and inclusion initiatives. She leads national and state-wide projects that focus on broadening participation in higher education in the context of the research enterprise. She currently serves on the Committee on Equal Opportunities in Science and Engineering (CEOSE) at the National Science Foundation and leads two NSF-funded initiatives: the California Alliance for Hispanic-serving Social Science Advancement – CAHSSA (https://cahssa.ucsb.edu) and the Center for Research, Excellence, and Diversity in Team Science - CREDITS (https://oru.research.ucsb.edu/teamscience/). She earned her BA in anthropology and African studies from UCLA, and her MA and PhD in geography from UC Berkeley. She was an NSF post-doctoral fellow in the Department of Anthropology and at the National Center for Geographic Information and Analysis at UCSB.

Michael Yassa (**pronouns:** he/him) is the inaugural associate dean of diversity, equity and inclusion in the School of Biological Sciences, James L. McGaugh Chair in the Neurobiology of Learning and Memory, professor of Neurobiology and Behavior, Neurology, Psychiatry, and Psychological Science at UCI, and director of the Center for the Neurobiology of Learning and Memory (CNLM). He received his PhD from UCI and began his career as an assistant professor at Johns Hopkins University, returning to UCI in 2014 and now leading a pioneering and diverse research group focused on understanding learning and memory. As director of CNLM, he doubled the number of women faculty and faculty from underrepresented cultural groups among Center membership. In 2020, he spearheaded a campus effort to establish new policies and guidelines to address anti-Black racism on campus and to improve campus climate: the UCI End Racism Initiative. The initiative engaged more than 1,200 UCI students, staff, and faculty in town halls, workshops and forums to examine strategies to dismantle anti-Black racism. Dr.Yassa serves on advisory boards for the UCI Black Thriving Initiative and UCI SEA Change, the latter a campus-wide initiative to disrupt implicit biases and to enhance learning and inclusion in STEMM fields. He is appointed by the AAAS Board of Directors to the Committee on Opportunities in Science (COOS) and has received many accolades for his research and efforts for broadening access and inclusion in STEMM, including the Service in Social Justice Award by the Department of Neurobiology and Behavior in 2020.

Ilona Yim (**pronouns:** she/her) is professor in the Department of Psychological Science and equity advisor for the School of Social Ecology at UCI. Her research aims to better understand biopsychological mechanisms linking stress and health, in particular women's and minority health. Within this broader framework, she is particularly interested in how stress-related biological and psychosocial changes throughout pregnancy affect maternal mental health during delivery. A second line of research aims to understand how cultural differences can put individuals at risk or be protective in terms of their health. She holds a PhD from the University of Trier in Germany. She is currently one of two principal investigators on a project examining Thriving at UCI: Interventions to Support Leadership, Scholarship and Service Equity for Underrepresented Faculty. The project aims to support leadership, scholarship and service equity for faculty from historically underrepresented minority groups, among other components.

About the Venue: The Arnold and Mabel Beckman Center

Dr. Arnold O. Beckman

Arnold O. Beckman was a leader in establishing the modern instrumentation industry. In 1935 he founded Beckman Instruments with the invention of the acidimeter, a forerunner of the modern pH meter. This indispensable tool in analytical chemistry earned Dr. Beckman a place in the National Inventors Hall of Fame, alongside Edison, Bell, Ford, and Pasteur. Dr. Beckman was elected a member of the National Academy of Engineering and he was awarded the National Medal of Technology, the National Medal of Science, and the Presidential Citizens Medal. He received the National Academy of Sciences' Public Welfare Medal—its most prestigious award—for his leadership in analytical instrumentation and his deep and abiding concern for the vitality of the nation's scientific enterprise. Deeply grateful to the scientific community that nurtured his success, Dr. Beckman directed his philanthropic efforts to the sciences. In September 1977, Dr. and Mrs. Beckman established the Arnold and Mabel Beckman Foundation.

The Arnold and Mabel Beckman Center

Dr. Beckman envisioned a West Coast center where experts could discuss matters of science and technology, comparable to the headquarters of the NAS and the NAE in Washington, DC. A grant from the Arnold and Mabel Beckman Foundation, and The Irvine Company's donation of seven acres on the crest of a hill adjacent to the campus of the University of California, Irvine made this vision a reality. Designed by the renowned architectural firm Skidmore, Owings and Merrill, the the Arnold and Mabel Beckman Center of the National Academies of Sciences and Engineering opened its doors in April, 1988 for both program activity and conferences.

PLEASE NOTE: Masking is optional but recommended indoors at the facility. Visitors must show their official COVID-19 Vaccination Record Card (or a digital photo of the card) to the security staff or to the management staff at the Beckman Center, when they enter the facility. A visitor's vaccination information will not be recorded or stored by the National Academies; the information will simply be verified to allow them to access the facility. Anyone who fails to present a vaccination card (or its copy) will not be allowed access to our facility; no exemptions or exceptions will be accommodated. Children under the age of 5 are currently ineligible for a COVID-19 vaccine, but may still enter National Academies' facilities. For further information, please see policies at: https://www.nationalacademies.org/about/operating-status.

100 Academy, Irvine, CA 92617

(949) 721-2200

Printable Map

The Beckman Center is conveniently located at 100 Academy, Irvine, CA, near the University Drive exit from CA-73. Adjacent to the University of California, Irvine, and less than three miles from the John Wayne Orange County Airport, the Beckman Center is easily reached from several local freeways.

Directions

(click to link to directions or visit website at: https://www.nationalacademies.org/beckman-center/about)

from I-405 Southbound

from I-5 Northbound

from CA-73 Northbound

from CA-73 Southbound

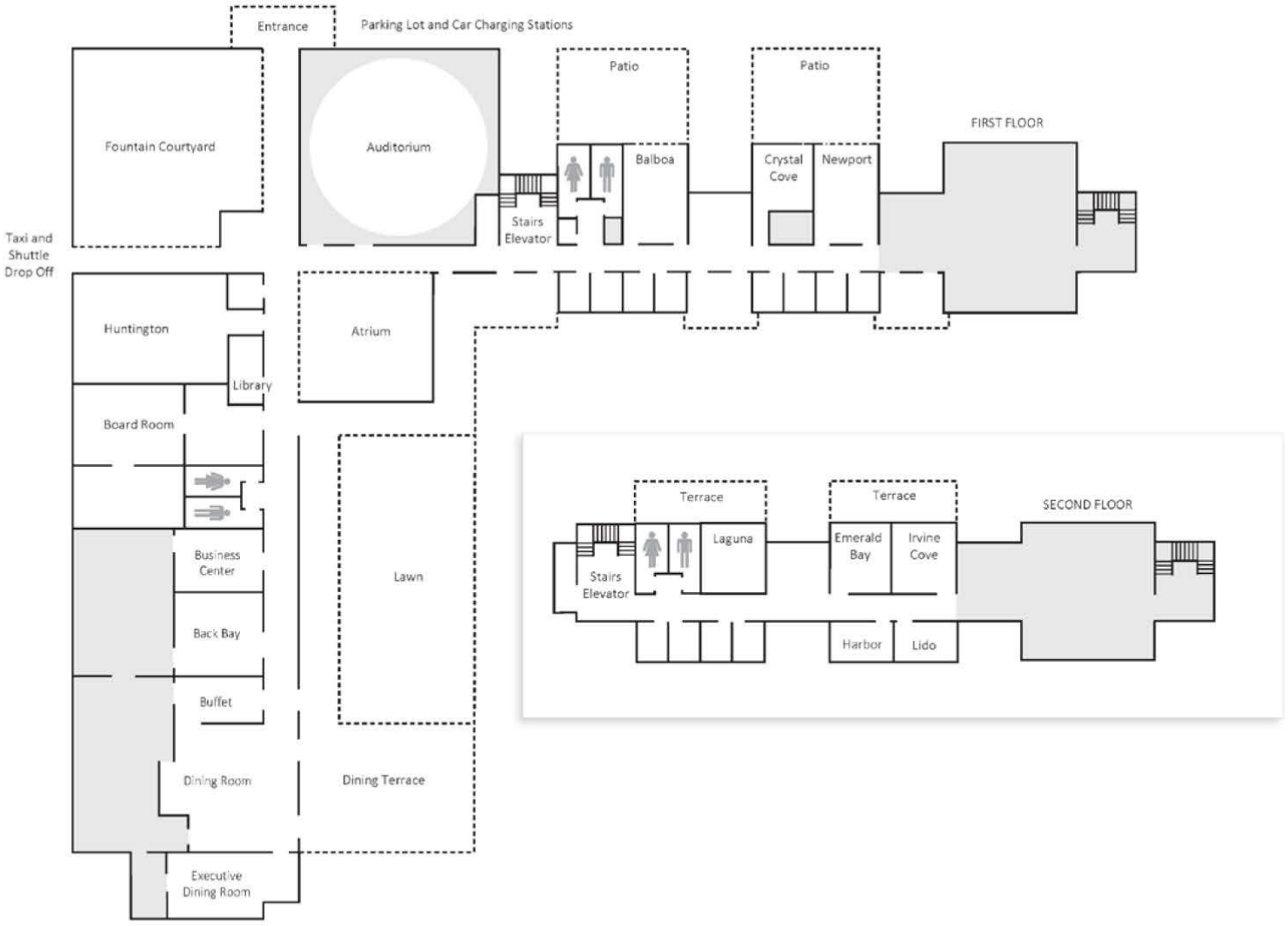
from John Wayne Orange County Airport (SNA)

Parking

Parking is available on-site at no charge. Our parking consists of 172 regular spaces, 5 handicapped spaces, and 100 overflow spaces

Beckman Center Layout

MEETING AND EVENT SPACE



UCI Campus Map

Launch the Interactive UCI Map from: https://uci.edu/visit/maps.php

UCI Campus Map

Launch the Interactive UCI Map from: https://uci.edu/visit/maps.php

Building/ABBREVIATION/Map Coordinates/ Building Number

Administrative Modular (G5) **423**
Admissions:
- Graduate (D5) **111**
- School of Medicine (F3) **821**
- Undergraduate (D5) **111**

Air Pollution Labs APL (B2) **94**
Aldrich Hall ALH (D5) **111**
Anteater Community Resource Center ACRC (B4) **3700**
- DREAM Center (B4) **3700**
- FRESH Basic Needs Hub (B4) **3700**

Anteater Instruction & Research Building AIRB (F7) **653**
Anteater Learning Pavilion ALP (E4) **605**
ANTrepreneur Center (D7) **233**
Arboretum ARBO (B2) **96**
Art Culture & Technology ACT (D4) **727**
Art Studio ART (D4) **722**
Arts Annex ARAN (F4) **522**
Arts Instruction & Technology Resource Center AITR (D4) **714**
Arts Student Affairs (D3) **58**
Arts Village (D4) **710-728**
Athletics Complex:
- Anteater Ballpark (D3) **917**
- Anteater Stadium (E2) **911**
- Bren Events Center (D3) **901**
- Crawford Clubhouse (E3) **919**
- Crawford Field (E2) **909**
- Crawford Hall (E3) **903**
- Crawford Pool (E3) **905**
- Newkirk Pavilion (D3) **91**
- Tennis Courts (D3) **913**
- Track & Field House (E2) **907**
- Vista Field (D2) **915**

Beall Center for Art & Technology (D4) **712**
Beckman Laser Institute BLI (G3) **817**
Berk Hall BH (F3) **802**
Biological Sciences III BS3 (F4) **519**
Bison Modular BIMO (F4) **515**
Bookstore (D5) **113**
Bren Events Center (D3) **901**
Building Services Building (G4) **899**
California Institute for Telecommunications & Information Technology CALIT2 (F6) **325**
Cancer Research Institute (G3) **839**
Career Center (D5) **105**
Center for the Neurobiology of Learning & Memory CNLM (Herklotz Research Facility):
- Annex CNLMA (E4) **516**
- Bonney Research Laboratory BRL (E4) **512**
- Qureshey Research Laboratory QRL (E4) **506**

Central Plant CP (E4) **902**
Chancellor's Office (D5) **111**
Cheney Hall (F3) **825**
Choral Studio (D4) **718**
Claire Trevor Theatre CTT (D4) **711**
Contemporary Arts Center CAC (D4) **721**
Costume Shop (D4) **713**
Counseling Center (D5) **105**
Crawford Clubhouse (E3) **919**
Crawford Hall CH (E3) **903**
Cross-Cultural Center CRCC (D5) **103**
Croul Hall CRH (F5) **417**
Dance Studios DS (D4) **713**
Disability Services Center (D7) **234**
Division of Continuing Education Complex:
- Continuing Education 1 (D8) **8**
- Continuing Education 3 (D7) **234**
- Continuing Education 4 (D7) **232**
- Continuing Education 5 (E7) **238**
- Continuing Education 6 (D7) **236**

Donald Bren Hall DBH (F6) **314**
Drama Building DRA (D4) **715**
Education Building EDUC (D7) **3**
Electrical Substation (H4) **40**
Engineering & Computing Trailer ECT (E6) **317**
Engineering Gateway EG (F6) **321**
Engineering Hall EH (F6) **308**
Engineering Laboratory Facility ELF (F6) **323**
Engineering Lecture Hall ELH (F6) **305**
Engineering Tower ET (F6) **303**
Environmental Health & Safety Services Facility (H4) **41**
Equal Opportunity & Diversity (G5) **415**
Facilities Management Building (B1) **92**
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Faculty Research Facility FRF (B2) **95**
Food Facilities:
- B.C's Cavern Food Court (E5) **500**
- The Green Room (D4) **712**
- Phoenix Food Court (E6) **204**
- Student Center (D5) **113**

Founders Court (F4) **560**
Frederick Reines Hall FRH (F5) **401**
Gateway Study Center GC (D5) **101**
Gavin Herbert Eye Institute (H3) **850**
Gillespie Neuroscience Research Facility GNRF (G3) **837**
Gottschalk Medical Plaza (F7) **820**
Graduate Division (D5) **111**
Greenhouse (E4) **514**
Grounds Maintenance Facility (G4) **897**
Health Education (D5) **113**
Herklotz Research Facility (E4) **506, 512**
Hewitt Research Hall HRH (G3) **843**
Horiba Institute for Mobility and Connectivity² HIMaC² (F6) **321**
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Howard Schneiderman Lecture Hall HSLH (E5) **501**
Humanities Gateway HG (E4) **611**
Humanities Hall HH (E4) **601**
Humanities Instructional Building HIB (D4) **610**
Humanities Interim Classroom Facility HICF (E4) **523**
Humanities Research Institute (D4) **611**
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Information & Computer Science II ICS2 (F6) **304**
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Institute for Surface & Interface Science (F5) **401**
Institute of Transportation Studies (E7) **653**
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Interdisciplinary Science & Engineering Bldg. ISEB (F5) **419**
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Internal Audit (D6) **210**
International Center (D5) **113**
Irvine Barclay Theatre (D5) **1**
Irvine Hall IH (G2) **835**
Krieger Hall KH (D5) **600**
KUCI Radio Station (F4) **521**
Law Building LAW (D7) **4**
Learning & Academic Resource Center LARC (F5) **400**
Libraries:
- Langson Library (Main Library) LLIB (D5) **102**
- Science Library SLIB (F4) **520**

Little Theatre (E4) **601**
Mailroom (B2) **93**
McDonnell Douglas Eng. Auditorium MDE (F6) **311**
McGaugh Hall MH (F5) **503**
Medical Education Building (G3) **836**
Medical Sciences A Administration (F3) **815**
Medical Sciences A Annex (G3) **819**
Medical Sciences A MS-A (F3) **813**
Medical Sciences B MS-B (F3) **811**
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Medical Sciences D MS-D (F3) **825**
Medical Sciences E MS-E (F3) **827**
Medical Sciences Classroom Facility (G2) **833**
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Medical Surge II MS2 (F3) **812**
Merage School of Business SB1 (D6) **222**
Merage School of Business II SB2 (D6) **221**
Mesa Arts Building MAB (D3) **58**
Mesa Office Building MOB (D3) **59**
MRI 3T Trailer (G3) **841**
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Multipurpose Science & Technology Bldg. MSTB (G5) **415**
Music & Media Building MM (D4) **726**
National Fuel Cell Research Center (E6) **323**
Natural Sciences I NS1 (F4) **517**
Natural Sciences II NS2 (F5) **402**
Nelson Auditorium (G2) **835**
Newkirk Alumni Center (C3) **450**
Nixon Theatre (D4) **720**
Nursing Science (F3) **802**
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Parkview Classroom Building PCB (F5) **403**
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Physical Sciences Classroom Building PSCB (F5) **413**
Physical Sciences High Bay (F5) **404**
Physical Sciences Lecture Hall PSLH (F5) **411**
Plumwood House (Showa Denko) PH (G3) **829**
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Registrar:
- Continuing Education (D7) **234**
- Main Campus (D5) **111**
- School of Medicine (F3) **827**

Robert Cohen Theatre (D4) **713**
Rockwell Engineering Center REC (F6) **311**
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Social & Behavioral Sciences Gateway SBSG (D6) **214**
Social Ecology I SE (D6) **210**
Social Ecology II SE2 (D6) **215**
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Social Science Laboratory SSL (E6) **202**
Social Science Lecture Hall SSLH (D6) **212**
Social Science Plaza A SSPA (D6) **211**
Social Science Plaza B SSPB (D6) **213**
Social Science Tower SST (D6) **201**
Social Science Trailer SSTR (D6) **203**
Sprague Hall SPH (G3) **839**
Steinhaus Hall SH (F4) **502**
Student Center SC (D5) **113**
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Student Health Center II (D7) **6**
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Studio Four STU4 (D3) **725**
Sue & Bill Gross Hall: A CIRM Institute (G3) **845**
Summer Session A (D7) **231**
Summer Session B (D7) **230**
Tamkin Student Lecture Building (F2) **831**
Teacher Education (D7) **3**
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Thesaurus Linguae Graecae (C6) **4199**
Ticket Offices:
- Arts (D4) **715**
- Bren Events Center (D3) **901**
- Irvine Barclay Theatre (D5) **1**

Tours (D5) **113**
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University Club UN CLB (F6) **801**
University Tower UT (C6) **4199**
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William J. Gillespie Performance Studios PSTU (D3) **728**
Winifred Smith Hall WSH (D4) **710**

Buildings

1 Irvine Barclay Theatre (D5)
2 Multipurpose Academic & Administrative Bldg. MPAA (D7)
3 Education Building EDUC (D7)
4 Law Building LAW (D7)
5 Student Health Center SHC (D7)
6 Student Health Center II (D7)
7 Public Services Building PSB (D7)
8 Continuing Education 1 (D8)
21 American Heart Association (B8)
40 Electrical Substation (H4)
41 Environmental Health & Safety Services Facility (H4)
58 Mesa Arts Building MAB (D3)
59 Mesa Office Building MOB (D3)
91 Receiving (B1)
92 Facilities Management Building (B1)
93 Mailroom (B2)
94 Air Pollution Labs APL (B2)
95 Faculty Research Facility FRF (B2)
96 Arboretum ARBO (B2)
97 Facilities Management Shops (B2)
98 Recycling Center (B2)
101 Gateway Study Center GC (D5)
102 Langson Library (Main Library) LLIB (D5)
103 Cross-Cultural Center CRCC (D5)
105 Student Services I, II SS1, SS2 (D5)
111 Aldrich Hall ALH (D5)
113 Student Center SC (D5)
200 Social Science Hall SSH (E6)
201 Social Science Tower SST (D6)
202 Social Science Laboratory SSL (E6)
203 Social Science Trailer SSTR (D6)
204 Phoenix Food Court (E6)
210 Social Ecology I SE (D6)
211 Social Science Plaza A SSPA (D6)
212 Social Science Lecture Hall SSLH (D6)
213 Social Science Plaza B SSPB (D6)
214 Social & Behavioral Sciences Gateway SBSG (D6)
215 Social Ecology II SE2 (D6)
221 Merage School of Business II SB2 (D6)
222 Merage School of Business SB1 (D6)
230 Summer Session B (D7)
231 Summer Session A (D7)
232 Continuing Education 4 (D7)
233 ANTrepreneur Center (D7)
234 Continuing Education 3 (D7)
236 Continuing Education 6 (D7)
238 Continuing Education 5 (E7)
302 Information & Computer Science ICS (E6)
303 Engineering Tower ET (E6)
304 Information & Computer Science II ICS2 (F6)
305 Engineering Lecture Hall ELH (E6)
308 Engineering Hall EH (F6)
311 Rockwell Engineering Center REC - McDonnell Douglas Eng. Auditorium MDE (F6)
314 Donald Bren Hall DBH (F6)
315 Interim Classroom Facility ICF (E6)
317 Engineering & Computing Trailer ECT (E6)
321 Engineering Gateway EG (F6)
323 Engineering Laboratory Facility ELF (F6)
325 California Institute for Telecommunications & Information Technology CALIT2 (F6)
400 Rowland Hall RH (F5)
401 Frederick Reines Hall FRH (F5)
402 Natural Sciences II NS2 (F5)
403 Parkview Classroom Building PCB (F5)
404 Physical Sciences High Bay (F5)
411 Physical Sciences Lecture Hall PSLH (F5)
413 Physical Sciences Classroom Building PSCB (F5)
415 Multipurpose Science & Technology Bldg. MSTB (G5)
417 Croul Hall CRH (F5)
419 Interdisciplinary Science & Engineering Bldg. ISEB (F5)
423 Administrative Modular (G5)
450 Newkirk Alumni Center (C3)
500 B.C's Cavern Food Court (E5)
501 Howard Schneiderman Lecture Hall HSLH (E5)
502 Steinhaus Hall SH (F4)
503 McGaugh Hall MH (F5)
506 Qureshey Research Laboratory QRL (E4)
512 Bonney Research Laboratory BRL (E4)
514 Greenhouse (E4)
515 Bison Modular BIMO (F4)
516 Center for the Neurobiology of Learning & Memory Annex CNLMA (E4)
517 Natural Sciences I NS1 (F4)
519 Biological Sciences III BS3 (F4)
520 Science Library SLIB (F4)
521 KUCI Radio Station (F4)
522 Arts Annex ARAN (F4)
523 Humanities Interim Classroom Facility HICF - Studio Art Trailer (E4)
533 Infant/Toddler Center I (C9)
535 Infant/Toddler Center II (C9)
560 Founders Court (F4)
600 Krieger Hall KH (D5)
601 Humanities Hall HH (E4)
605 Anteater Learning Pavilion ALP (E4)
610 Humanities Instructional Building HIB (D4)
611 Humanities Gateway HG (E4)
625 Intercollegiate Athletics Building IAB (E4)
653 Anteater Instruction & Research Building AIRB (F7)
710 Winifred Smith Hall WSH (D4)
711 Claire Trevor Theatre CTT (D4)
712 Beall Center for Art & Technology - University Art Gallery (D4)
713 Dance Studios DS - Robert Cohen Theatre (D4)
714 Arts Instruction & Technology Resource Center AITR (D4)
715 Drama Building DRA (D4)
718 Choral Studio (D4)
720 Nixon Theatre - Sculpture & Ceramic Studios SCS (D4)
721 Contemporary Arts Center CAC (D4)
722 Art Studio ART (D4)
723 Production Studio (D4)
725 Studio Four STU4 (D3)
726 Music & Media Building MM (D4)
727 Art Culture & Technology ACT (D4)
728 William J. Gillespie Performance Studios PSTU (D3)
800 Student Services West (F3)
801 University Club UN CLB (F6)
802 Berk Hall BH - Nursing Science (F3)
810 Medical Surge I MS1 (F3)
811 Medical Sciences B MS-B (F3)
812 Medical Surge II MS2 (F3)
813 Medical Sciences A MS-A (F3)
815 Medical Sciences A Administration (F3)
817 Beckman Laser Institute BLI (G3)
819 Medical Sciences A Annex (G3)
820 Gottschalk Medical Plaza (F3)
821 Medical Sciences C MS-C (F3)
825 Cheney Hall - Medical Sciences D MS-D (F3)
827 Medical Sciences E MS-E (F3)
829 Plumwood House (Showa Denko) PH (G3)
831 Tamkin Student Lecture Building (F2)
832 MRI 4T Trailer (G2)
833 Medical Sciences Classroom Facility (G2)
835 Irvine Hall IH (G2)
836 Medical Education Building (G3)
837 Gillespie Neuroscience Research Facility GNRF (G3)
839 Sprague Hall SPH (G3)
841 MRI 3T Trailer (G3)
843 Hewitt Research Hall HRH (G3)
845 Sue & Bill Gross Hall: A CIRM Institute (G3)
850 Gavin Herbert Eye Institute (H3)
897 Grounds Maintenance Facility (G4)
899 Building Services Building (G4)
900 Thermal Energy Storage Tank (E4)
901 Bren Events Center (D3)
902 Central Plant CP (E4)
903 Crawford Hall CH (E3)
905 Crawford Pool (E3)
907 Track & Field House (E2)
909 Crawford Field (E2)
911 Anteater Stadium (E2)
913 Tennis Courts (D3)
915 Vista Field (D2)
917 Anteater Ballpark - Newkirk Pavilion (D3)
919 Crawford Clubhouse (E3)
3300 Verano Preschool (D8)
3700 Anteater Community Resource Center ACRC (B4)
4199 University Tower UT (C6)

Housing Complexes

Campus Village CV (F4)
Mesa Court MESA (C3)
Middle Earth ME (E7)

Steps for Reimbursements

Thank you for joining the CREATE symposium. For reimbursements of any applicable roundtrip airfare or mileage, please follow these steps:

1. Please review the UC/UCI relevant accounting policies to guide your submission. UCI policies are located at: https://www.accounting.uci.edu/travel/reimbursement/index.html
2. Complete and submit the OIE CREATE Symposium Request (https://uciadvance.wufoo.com/forms/r1qz2bpc1ef6kt1/) with requisite materials within 30 days of travel. Please note that requests submitted after will be reimbursed in July as no Interlocation Transfer of Funds (ITF) are processed by UCOP during the month of June.
3. Please save your copies of the submitted form and materials for your records (a copy of your reimbursement submission will be automatically shared via an auto-reply email)
4. For questions after submission, please email: Geraldine Arevalo, gaareval@uci.edu.

Thank you!

Resource Links

UC Equity Advisors/Faculty Leaders

- **Berkeley**: Faculty Equity Advisors - https://diversity.berkeley.edu/faculty-equity-advisors
- **Davis**: Academic Affairs - STEAD Faculty Search Committee Workshops - https://academicaffairs.ucdavis.edu/stead
- **Irvine**: UCI ADVANCE Program for Equity and Diversity - Equity Advisors - https://inclusion.uci.edu/advance/equity-advisors/
- **Los Angeles**: UCLA Equity, Diversity & Inclusion - Equity Advisors - https://equity.ucla.edu/our-partners/
- **Merced**: Faculty Equity Advisors (FEA) | Academic Personnel Office - https://academicpersonnel.ucmerced.edu/recruitment/faculty-equity-advisors-fea
- **Riverside**: Equity Advisors | Office of Diversity, Equity & Inclusion - https://diversity.ucr.edu/equity-advisors
- **San Diego**: Divisional Equity Advisors - https://facultydiversity.ucsd.edu/recruitment/fea_list.html?_ga=2.95262172.1574829228.1639597259-1117560084.1632523745
- **San Francisco**: Faculty Equity Advisors - https://diversity.ucsf.edu/programs-resources/faculty-recruitment/equity-advisors
- **Santa Barbara**: Faculty Equity Advisors | Office of the Executive Vice Chancellor - https://evc.ucsb.edu/diversity/equity-advisors/faculty-equity-advisors/
- **Santa Cruz**: Office for Diversity, Equity and Inclusion (ucsc.edu) - https://diversity.ucsc.edu/

UC Chief Diversity Officers

- **UCOP:** Yvette Gullatt - Graduate, Undergraduate and Equity Affairs - https://www.ucop.edu/graduate-undergraduate-equity-affairs/index.html
- **Berkeley**: Dania Matos - Division of Equity & Inclusion - https://diversity.berkeley.edu/
- **Davis**: Renetta Garrison Tull - Office of Diversity, Equity and Inclusion - https://diversity.ucdavis.edu/leadership-and-staff
- **Irvine**: Douglas Haynes - Office of Inclusive Excellence - https://inclusion.uci.edu/who-we-are/meet-vice-chancellor/
- **Los Angeles**: Anna Spain Bradley - Office of Equity, Diversity and Inclusion - https://equity.ucla.edu/
- **Merced**: Delia Saenz - Office of Equity, Diversity and Inclusion - https://diversity.ucmerced.edu/
- **Riverside**: Mariam Lam - Office of Diversity, Equity and Inclusion - https://diversity.ucr.edu/about-vc-and-chief-diversity-officer
- **San Diego**: Becky Petitt - Office for Equity, Diversity and Inclusion - https://diversity.ucsd.edu/about/leadership-staff.html
- **San Francisco**: J. Renée Navarro - Office of Diversity and Outreach - https://diversity.ucsf.edu/about/our-staff
- **Santa Barbara**: Jeffrey Steward - Office of Diversity, Equity and Inclusion - https://diversity.ucsb.edu/
- **Santa Cruz**: Judith Estrada - Office for Diversity, Equity and Inclusion - https://diversity.ucsc.edu/about/staff.php

Resource Links

UC Guidance and Reports

- **Regents Policy 4400:** Policy on University of California Diversity Statement (also in handouts) - https://regents.universityofcalifornia.edu/governance/policies/4400.html
- ***Disrupting the Status Quo*:** Special Report of the UC Health Sciences Diversity, Equity, and Inclusion Task Force - https://www.ucop.edu/uc-health/_files/uc-health-sciences-diversity-taskforce-report.pdf
- ***Guidelines for Addressing Race and Gender Equity in Academic Programs in Compliance with Proposition 209*** - https://www.ucop.edu/uc-legal/_files/guidelines-equity.pdf
- **UCAADE Recommendations for Equity Advisor Programs at the University of California** - https://senate.universityofcalifornia.edu/_files/reports/rm-mb-recommendations-for-equity-advisor-programs.pdf

UCI Links from our presenters

- **Inclusive Recruitment Faculty Recruitment Toolkit** - https://inclusion.bio.uci.edu/resources/faculty/inclusive-recruitment/
- **Best Practice Toolkit for Faculty Recruitment** - https://inclusion.uci.edu/responsive-research/resources/faculty-resources/recruitment-resources/#one
- **UCI Faculty Recruitment Inclusive Excellence Supplement** - https://ap.uci.edu/programs/hiringprograms/inclusiveexcellence/

UC Regents Policy 4400: Policy of University of California Diversity Statement

RECOMMENDED TO THE UNIVERSITY OF CALIFORNIA BY THE ACADEMIC SENATE OF THE UNIVERSITY OF CALIFORNIA

Adopted by the Assembly of the Academic Senate May 10, 2006 Endorsed by the President of the University of California June 30, 2006
Adopted as Amended by the Assembly of the Academic Senate April 22, 2009
Endorsed as Amended by the President of the University of California August 17, 2010

The diversity of the people of California has been the source of innovative ideas and creative accomplishments throughout the state's history into the present. Diversity – a defining feature of California's past, present, and future – refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, gender identity, socioeconomic status, and geographic region, and more.

Because the core mission of the University of California is to serve the interests of the State of California, it must seek to achieve diversity among its student bodies and among its employees. The State of California has a compelling interest in making sure that people from all backgrounds perceive that access to the University is possible for talented students, staff, and faculty from all groups. The knowledge that the University of California is open to qualified students from all groups, and thus serves all parts of the community equitably, helps sustain the social fabric of the State.

Diversity should also be integral to the University's achievement of excellence. Diversity can enhance the ability of the University to accomplish its academic mission. Diversity aims to broaden and deepen both the educational experience and the scholarly environment, as students and faculty learn to interact effectively with each other, preparing them to participate in an increasingly complex and pluralistic society. Ideas, and practices based on those ideas, can be made richer by the process of being born and nurtured in a diverse community. The pluralistic university can model a process of proposing and testing ideas through respectful, civil communication. Educational excellence that truly incorporates diversity thus can promote mutual respect and make possible the full, effective use of the talents and abilities of all to foster innovation and train future leadership.

Therefore, the University of California renews its commitment to the full realization of its historic promise to recognize and nurture merit, talent, and achievement by supporting diversity and equal opportunity in its education, services, and administration, as well as research and creative activity. The University particularly acknowledges the acute need to remove barriers to the recruitment, retention, and advancement of talented students, faculty, and staff from historically excluded populations who are currently underrepresented.

UC Riverside Faculty Equity Advisor Program

Role/Function:

- Work collaboratively with the VC-DEI, Deans, Department Chairs, VPAP and search committees to identify and encourage best practices for faculty recruitment and retention
- Provide leadership in matters of equity, diversity and inclusion within their colleges to administrators, faculty, students and staff
- Serves as AACLs on senior executive search committees
- Review/Approve/Make recommendations on long and short list search demographics along with the Equal Employee Opportunity and Affirmative Action Office
- Assist the Dean on issues of equity with Academic Personnel and Human Resources
- Provide formal and informal mentoring
- Be a resource for and work with the Deans and DEI Climate Council to assist assigned departments in improving unit climate conditions
- Work with the Graduate Advisors and DIAL Officer to improve graduate student success, mentoring, recruitment and retention
- Provide advice, information and mandatory search committee trainings and other workshops to faculty, Chairs, Graduate Advisors, Deans and/or organize faculty development programs
- Partner with the Director of Equal Employment and Affirmative Action to work toward removing barriers to faculty equity concerns as they arise; they also work collaboratively with the VC-DEI, Deans, Department VPAP and search committees to identify and encourage best practices for faculty recruitment and retention
- Serve as a liaison to the Dean's Office in addressing climate issues related to equity and inclusion
- Assist departments with diversity hiring plans, crafting job position advertisements, and other search processes
- Address issues as they arise
- Attend monthly Equity Advisor and DEI Climate Council staff meetings, in addition to Dean's leadership meetings, as needed

Placement/Number/Appointment:

- 1-2 per College, depending on size of College faculty to equity advisor ratio.
- Self-Nominations and Nominations from Deans, Department Chairs, individual faculty members. Selection process administered by the DEI Office, in consultation with the Equity Advisors and Deans
- 2-year appointments, renewable
- They become members of the DEI Climate Council
- Eligible tenured Senate members at either the Associate or Full Professor ranks and Health Sciences Clinical Series faculty members

Training:

- All faculty Equity Advisors are trained centrally by the Office of Diversity, Equity and Inclusion and all important campus resource offices including EE/AAO, Title IX, Academic Personnel, Employee Labor Relation Campus Counsel, Ombuds, etc. Equity Advisors are appointed by and report to their respective Dean and the VC-DEI as administrative partners.
- Social Justice Mediation Institute Training funded

Compensation:

- Compensation of set amount stipend recommended to Deans, but can be negotiated in form such as a departmental course release, and/or other types of funds.
- Work will be noted for merit and promotion

PRESENTER: Douglas Haynes
Lessons Learned from Equity Advisors

UCI Equity Advisors

An Equity Advisor is a senior faculty member, appointed as Faculty Assistant to the Dean in their respective schools. Annual program training, monthly meetings, and other Equity Advisor activities are centrally organized by the Office of Inclusive Excellence. The Equity Advisor model was launched over 20 years ago with support from a National Science Foundation Institutional Transformation Award and an intentional framework to provide faculty-peer consultation for inclusive excellence. The model has been extended to establish a Diverse Educational Community and Doctoral Experience (DECADE) Mentor program that promotes diversity and equity in graduate education, and is currently adopted in a pilot for a Staff Equity Fellows' focus on staff manager diversity and equity.

Equity Advisors are substantive partners who serve three-year terms focused on three major sets of priorities for diversity, equity, and inclusion (DEI): **faculty recruitment**, **faculty retention and advancement**, and **learning/workplace climates**. Equity Advisors educate about DEI best practices, have official roles in the faculty recruitment approval chain, provide confidential career advising to their school peers and ensure that mentoring activities are established to support incoming and continuing faculty members. These equity leaders also develop and lead programming, policy reviews, and other initiatives focused to proactively address positive change for thriving academic environments.

UCI Office of Inclusive Excellence

CREATE Symposium
Comparing Relevant Equity Advisor Tools to Empower

PRESENTER: Karie Frasch
Lessons Learned from Equity Advisors

Berkeley Faculty Equity Advisor Program

Each department or school at Berkeley has at least one Faculty Equity Advisor, appointed by the chair or dean, who helps ensure that diversity and equity are considered in all aspects of the academic mission. The role includes work in four key areas:

Department Strategic Planning: Participates in strategic planning for diversity that is part of the Academic Program Review, ensuring that diversity, equity, inclusion, belonging, and justice (DEIBJ) is a meaningful part of the unit's self-assessment and plans for future success.

Faculty Recruitment and Retention: Serves as a resource to ensure equity and inclusion throughout the faculty search process, including the formulation of the overall search process, evaluation of candidates, the proposed shortlist of candidates, and the search outcome.

Graduate Student Admission and Advancement: Consults with graduate admissions committees to ensure equity and inclusion in graduate admissions and fellowships. Faculty Equity Advisors also may be a resource for graduate retention and success.

Climate of Equity and Inclusion: Serves as a resource for promoting a positive department climate by contributing to policies and practices that support equity and inclusion, such as climate surveys and effective responses to identified climate issues.

UCI Office of Inclusive Excellence

CREATE Symposium
Comparing Relevant Equity Advisor Tools to Empower

PRESENTER: Kimberlee Shauman and Susan Rivera
Lessons Learned from Equity Advisors

Strength through Equity & Diversity (STEAD) Committee at UC Davis

The STEAD Committee is composed of 10 faculty members who represent the intellectual breadth and diversity of the faculty at UC Davis. The committee advances faculty equity, diversity and inclusion through training workshops for faculty and administrators involved in faculty hiring and promotion, informal consultation with hiring departments and committee members, and consultation with the Office of the Vice Provost for Academic Affairs. All STEAD committee activities are grounded in a commitment to promoting greater understanding of the influences that can generate bias in evaluation and hiring processes, and to identifying actionable, evidence-based practices and policies that increase equity.

The **STEAD Faculty Search Committee Workshop** is offered multiple times each year and completion of this interactive workshop is required (by the Provost) for all members of faculty search committees at UC Davis. The content, which is updated regularly to incorporate new empirical studies and to address emergent issues, identifies the factors that may bias faculty hiring and the evidence-based approaches to promoting equity at each step of the hiring process.

The **STEAD Setting the Stage Workshop** is offered in the Spring and is designed to provide department chairs and staff, recruitment committee chairs, and college administrators with research-informed insights, tools and strategies they can incorporate into the search plan for each faculty recruitment.

The **STEAD Workshop for Excellence in Evaluating Merit and Promotion Material** is designed for faculty and administrators involved in the merit and promotion process. This workshop provides information and guidance aimed at increasing equity in the faculty review process and enhancing the value of that process for the institution and for individual faculty.

PRESENTER: Zulema Valdez
Lessons Learned from Equity Advisors

UC Merced Faculty Equity Advisor Program (Est. AY 2015-2016)

QUALIFICATIONS: Tenured senate faculty who must attend a mandatory FEA training
NEW! UC Merced Training program launched in 2022

JOB DESCRIPTION:
One FEA per School to oversee no more than 6 searches per AY
Two-year (renewable) term
5K in research funds as compensation

FEA ROLE:
Focused on anti-racist, implicit bias and best practices training for search committees
Provides a wealth of resources and support to help search committees diversify their faculty
Primarily used for recruitment and hiring of senate faculty; a pilot program is in place for academic administrator & non-senate faculty searches
NEW! Exploring FEA participation in initiatives to improve retention and build inclusive communities

OUTCOMES:
Prior to FEA and AFD grant programs, **35%** of hired faculty were women. From 2017 to present, **53%** are women
Prior to these programs, **17.5%** of hires were URM. From 2017 to present, **20.5%** are URM
Since the implementation of these programs, there has been a 50% increase in hiring women and a 27% increase in hiring URM candidates

UCI Office of Inclusive Excellence
CREATE Symposium
Comparing Relevant Equity Advisor Tools to Empower

UCLA EDI Scorecard

Purpose: To provide relevant and actionable information to senior leadership around EDI issues at UCLA.

Overview: The UCLA EDI Scorecard is an ongoing, multi-year project designed to measure and evaluate advancement toward EDI targets and outcomes. These targets and outcomes are set in the context of relevant benchmark comparisons that are built into the scoring rubric. The Scorecard is split into three segments, one for each construct of diversity, equity, and inclusion. Multiple metrics were identified to measure progress in each of the three areas. Work on the UCLA EDI Scorecard continues to be in progress. Below are examples of deliverables the OEDI has produced.

Diversity is a state in which the spectrum of individual differences and social identities are represented in a population.
Faculty Diversity Benchmarking online dashboards provide longitudinal information about the demographic composition of faculty in an academic unit, compared against all UCLA faculty, national availability estimates, the CA population, and the US population.

Equity is a state of fairness and justice, in which intentional and unintentional biases are identified and removed.
Faculty Hiring Analyses are provided annually in pdf format to the EVCP and college/school deans as a tool to reference when planning faculty hiring strategy for the approaching academic year. These reports track applicants through the hiring stages (e.g., applicant, shortlist, and hire) to assess for proportionate representation of social identities at each stage.

Inclusion is the practice or policy of providing equal access to opportunities and resources.
OEDI employs an indirect measure of Inclusion using survey research to elicit thoughts and feelings from individuals in a unit of study. To this end, we have designed a series of *Climate Assessment Instruments* that include items on sense of belonging and feelings of inclusion. Unique survey instruments are available, on request, for Faculty, Other (Non-Faculty) Academic Staff, and Non-Academic Staff populations.

OEDI is also currently developing a *Climate Assessment Toolkit* that will provide online resources designed to assist departments/divisions/schools that wish to implement their own assessments. Survey instruments will be posted to the *Climate Assessment Toolkit* webpage when it goes live.

Equity Advisors are encouraged to initiate climate assessments in their areas to understand the thoughts and feelings of departmental employees. OEDI offers consulting in terms of adding/deleting/changing survey items to fit unit-specific needs and is available to help with data analysis and interpretation. In practice, several units (e.g., Anderson Graduate School of Management, Division of Social Sciences, and individual departments) have initiated climate assessments, with varied levels of support from OEDI.

Philip Kass, UCD
Session 2: How We Did It

Planning the Recruitment

- We do *not* do "diversity hires" and we do *not* have "diversity searches"
- Our hiring and appointments must be seen through the lens of Proposition 209 to remain fully compliant with the law and to not put the university at legal risk
- Open discipline searches = larger, more diverse pools
- Judicious selection of the Recruitment Advisory Committee (RAC) – select individuals who have demonstrated appreciation for teaching and inclusive excellence in addition to being outstanding scholars and researchers – and consider adding a grad student

Initiating the Recruitment

- Targeted advertising: using your limited resources widely
- Use of post-doctoral listservs, including PPFP and CPFP, and social media
- Position descriptions and advertising that elevates the importance of diversity and inclusive excellence – consider campus-wide templates in short and long formats
- Provide guidance to applicants within UC Recruit about writing statements of contributions to DEI: why, how, examples of what to include

Evaluating the Recruitment

- Applications can be pre-screened by someone not on the RAC to ensure candidates have minimal academic qualifications to reduce workload on RAC members
- Statements of contributions to DEI can be valuable, but only when RACs and departments use them sagaciously.
- Statements should be anonymized (students can be paid do this for large pools).
- Rubrics – preferably developed by the department – should be used to determine which candidates should be considered further

Interviewing

- Provide confidential faculty advisors for off-the-record questions/answers
- Have presentation about DEI – standalone or integrated into research, teaching, or chalk-talk seminars – about awareness, accomplishments, future plans on campus
- Address work-life considerations on the campus – when you hire a faculty member, you also often need to consider their family as well

Hiring

- Provide services to the family to help them assimilate into their community
- Provide help in finding employment for partners either on or off campus

Planning for Success

- Mentoring committees that remain until advancement to full professor
- Faculty Success program through the National Council for Faculty Development and Diversity
- Faculty learning communities to help individuals become better instructors and mentors for an increasingly diverse student body

Ilona Yim, UCI
Session 4: Brass Tacks for Mentoring and Retention

Mentoring and Equity Advisors

Mentor – Mentee Program

- Incoming Assistant Professors at UCI are typically "paired" with a senior faculty member, to provide mentorship until the time of tenure
- Specific practices vary by School and Department. In my School of Social Ecology, we
  - make pairings before new faculty arrive on campus
  - try to find a mentor from within the same department
  - task the mentor-mentee pairings with developing a mentoring network
  - provide some funds for mentor-mentee lunches

Equity Advisor-Led Programming as Mentorship

- Equity Advisors engage in programming to support mentorship at UCI
- This takes different forms in different Schools (e.g., networking lunches, workshops on faculty development, meetings with specific groups such as Assistant or Associate Professors, Professors of Teaching). In my School, we regularly convene
  - Mentor lunches and separate mentee lunches
  - "Write and Mingle" – a new post-Covid initiative to re-engage faculty
- There are also campus-wide efforts, e.g.
  - *U See I Write*, a campus-wide initiative through which we convene quarterly and monthly writing retreats for UCI faculty.

Direct Mentoring of Faculty

- Often requested by junior, female, caregiving and under-represented minority faculty
- Opportunity to directly mentor faculty in concerns that are specific to their individual situation
- Opportunity for faculty to raise concerns and for equity advisor to convey them to the School's leadership and work on solutions

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