Institute for Equity, Diversity & Inclusion
Event Materials

Please download and/or print copies on your own

September 20, 2022
Pacific Ballrooms
UCI Student Center
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# Agenda
## Institute for Equity, Diversity and Inclusion
### “Impacting Inclusive Learning in Our Lifetimes”
#### September 20, 2022

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<th>Topic</th>
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<tr>
<td>9:00 a.m.-9:30 a.m.</td>
<td>Check-in/Continental Breakfast</td>
<td>Pacific Ballroom ABC</td>
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<tr>
<td>9:30 a.m.-9:40 a.m.</td>
<td>Welcome and Introduction of Keynote Speaker</td>
<td>Douglas M. Haynes, Vice Chancellor for Equity, Diversity and Inclusion, Chief Diversity Officer, Director of UCI ADVANCE, Professor of History</td>
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<tr>
<td>9:40 a.m.-10:20 a.m.</td>
<td>Keynote “Developing a Resilient and Inclusive Talent Pipeline: The Role of Universities”</td>
<td>Ian O. Williamson, Dean, Paul Merage School of Business</td>
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<tr>
<td>10:20 a.m.-10:35 a.m.</td>
<td>Q&amp;A</td>
<td>Facilitated by: Vice Chancellor Haynes</td>
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<td>10:35 a.m.-10:45 a.m.</td>
<td>Break</td>
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<td>10:45 a.m.-12:00 p.m.</td>
<td>Charting Impactful Diversity, Equity, and Inclusion at UCI</td>
<td>Marguerite Bonous-Hammarth, Assistant Vice Chancellor for Equity, Diversity and Inclusion, Joshua Meadors, Principal Research Analyst, Office of Inclusive Excellence</td>
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<td>12:00 p.m.-12:45 p.m.</td>
<td>Lunch Break – Pacific Ballroom D</td>
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<tr>
<td>12:45 p.m.-2:30 p.m.</td>
<td>Identifying Collaborative Goals in Pacific Ballroom ABC</td>
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<td>2:30 p.m.-3:15 p.m.</td>
<td>Tools for the Toolbox</td>
<td>Group Report Outs</td>
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<tr>
<td>3:15 p.m.-3:30 p.m.</td>
<td>Closing</td>
<td>Vice Chancellor Douglas Haynes</td>
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**Themes and Facilitators:**

1. **Promoting student success** – Vice Provost Michael Dennin (Division of Undergraduate Education, Division of Teaching Excellence and Innovation, Department of Physics and Astronomy) and Vice Chancellor Douglas Haynes (Office of Inclusive Excellence)
2. **Paths to the professoriate and graduate student growth** – Associate Vice Provost Sharon Block (Office of Inclusive Excellence) and Rodrigo Lazo (Graduate Division)
3. **Wellness and revitalization** – Director Doug Everhart (Center for Student Wellness and Health Promotion) and Associate Director Joseph Morales (Office of Inclusive Excellence)
4. **Inclusive excellence planning** – Vice Provost Roxane Cohen Silver (Academic Planning and Institutional Research) and Assistant Vice Chancellor Marguerite Bonous-Hammarth (Office of Inclusive Excellence)
5. **Examining campus climate** – Chair Jane Stoever (Academic Senate Council on Equity and Inclusion) and Principal Researcher Joshua Meadors (Office of Inclusive Excellence)
6. **Community safety** – Vice Chancellor Mary Lou Ortiz (Division of Finance and Administration) and Vice Chancellor Willie Banks (Division of Student Affairs)

Access Institute program at: [https://inclusion.uci.edu/education-training/institute/](https://inclusion.uci.edu/education-training/institute/)
Biographical Sketches

Douglas Haynes

Douglas Haynes (preferred pronouns: he/his) is the inaugural chief diversity officer and vice chancellor for equity, diversity, and inclusion at UCI. In this role 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 the University of California. In 2021, UCI received the STEMM Equity Achievement (SEA) Change Institutional Bronze Award from the American Association for the Advancement of Science (AAAS) based on an institutional self-assessment and action plan to promote equity, diversity, and inclusion.

Vice Chancellor Haynes is 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 faultlines of race, gender, and class in society. This framework animates his two single-authored books: Imperial Medicine: Patrick Manson and the Conquest of Tropical Disease (University of Pennsylvania Press, 2001), and Fit to Practice: Empire, Race, Gender and the Making of British Medicine, 1850-1980 (University of Rochester Press, 2017). In 2014, Vice Chancellor Haynes also led the establishment of the Center for Medical Humanities and served as its inaugural director for five years. The center represents an unprecedented collaboration among deans and faculty in three schools: the Claire Trevor School of the Arts, School of Humanities, and School of 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, he graduated from Pomona College in Claremont, CA. Returning to the Bay area, he completed his Ph.D. in modern European history at UC Berkeley. He was a Fulbright Scholar and a recipient of the UC President’s Postdoctoral Fellowship.
Ian Williamson – Keynote Speaker
“Developing a Resilient and Inclusive Talent Pipeline: The Role of Universities”

Ian O. Williamson is dean of The UCI Paul Merage School of Business and a global expert in human resource management. His research examines the impact of “talent pipelines” on organizational and community outcomes and has been published in leading academic journals (e.g., Academy of Management Journal, MIT Sloan Management Review, Organization Science, Journal of Applied Psychology), as well as reported on by leading media outlets across the world. He has served on the editorial boards of the Academy of Management Journal, Academy Management Review, Journal of Management, among others. Dean Williamson has assisted executives in over 20 countries across six continents to enhance firm operational and financial outcomes, improve talent recruitment and retention, enhance firm innovation, and understand the impact of social issues on firm outcomes. Prior to joining the Merage School, he served as vice-chancellor and dean of commerce at the Wellington School of Business and Government at Victoria University of Wellington, New Zealand.

A passionate educator, Dean Williamson has served as a faculty member at Melbourne Business School, Rutgers Business School, the Zurich Institute of Business Education, the Robert H. Smith School of Business at the University of Maryland, and the Institut Teknologi Bandung. He has been recognized for his innovative approaches to business education, which includes receiving the University of Maryland Robert H. Smith School of Business Krowe Teaching Award, the Melbourne Business School Senior Executive MBA Teaching Award, the University of Melbourne Award for Excellence and Innovation in Indigenous Higher Education, and the Business/Higher Education Round Table CPA Australia/ABDC Award for Outstanding Achievement in Business Education Collaboration. He was inducted into the PhD Project Hall of Fame for his efforts to enhance diversity in academia and the business world and he is a recipient of the AOM Best Practices Mentoring Award for his role as the founding President of the Management Faculty of Color Association (MFCA). He holds a Ph.D. from the University of North Carolina at Chapel Hill and a bachelor’s degree in business from Miami University.
Facilitators for Table Talks
“Identifying Collaborative Goals”

**Willie Banks**

**Willie Banks** is the vice chancellor for student affairs, a position that he has held since July 15, 2019. In this role, Vice Chancellor Banks oversees the Division of Student Affairs, which is dedicated to transforming the lives of more than 35,000 students attending UCI, employing over 800 full-time staff and 1,000 student employees.

A recent recipient of one of the highest accolades awarded by the National Association of Student Personnel Administrators (NASPA) – the 2022 Pillar of the Profession Award – Vice Chancellor Banks has served in a variety of roles to advance college student development and professional expertise in the field. He formerly served as vice president for student affairs and as faculty in the Bayh College of Education’s Department of Educational Leadership Program at Indiana State University. Additionally, Dr. Banks has held leadership roles at Cleveland State University and the University of Georgia. He currently serves on the Board of Trustees for NASPA and Omicron Delta Kappa National Honor Society.

**Sharon Block**

**Sharon Block**, a professor in the Department of History, is beginning her second year in the Office of Inclusive Excellence (OIE) and her first as the inaugural associate vice provost (AVP) for equity, diversity and inclusion. She oversees programs focused on increasing diversity and creating inclusive communities among graduate and postdoctoral scholars. This includes directing the acclaimed Diverse Educational Community & Doctoral Experience (DECADE) Mentor program which engages more than 40 faculty mentors to recruit and retain diverse graduate students. As the campus liaison for the prestigious UC President’s Postdoctoral Fellowship (PPFP) and UC Chancellor’s Postdoctoral Fellowship (CPFP) programs, she chairs the Society of Inclusive Excellence Fellows, developing programming and educational opportunities for the campus’ past and present fellows and their mentors. These competitive postgraduate programs have supported more than 800 participants since the UC PPFP founding in 1984, nurturing talented postdoctoral scholars in all fields whose research, teaching, and service contribute to diversity and equal opportunity across UC.

Professor Block has published widely on the histories of race and sexual violence, as well as on contemporary issues of bias and equity in academia. Both her teaching and research address power-based violence and center the histories of African Americans, Native Americans, and women. She was recently a fellow at Stanford University’s Center for Advanced Study in the Behavioral Sciences. She received a combined Bachelor of Arts/Master of Arts in history from the University of Pennsylvania and a Ph.D. in history from Princeton University.
Marguerite Bonous-Hammarth

Marguerite Bonous-Hammarth is an assistant vice chancellor for equity, diversity and inclusion in the Office of Inclusive Excellence. 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 through Inclusive Higher Education* (Springer, 2022), and “Pathways to Success: Affirming Opportunities for Science, Mathematics and Engineering Majors” (*Journal of Negro Education*, 2000). 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 M.A. in literature from UC San Diego and a Ph.D. in education from UC Los Angeles.

Michael Dennin

Michael Dennin is professor of physics and astronomy, vice provost for teaching and learning and dean of the Division of Undergraduate Education. As a member of the Provost's Cabinet, he oversees three major divisions on campus: the Division of Undergraduate Education, the Division of Teaching Excellence & Innovation, and the Division of Summer Session. His research focuses on the dynamics of foams and modeling of ice mélange in fjords. In addition to winning numerous awards for his research and teaching, Vice Provost Dennin is passionate about public outreach in the area of science - including co-teaching an open course based on the AMC television program *The Walking Dead*. He serves as principal investigator, along with co-investigators Douglas Haynes (Office of Inclusive Excellence) and Di Xu (School of Education) on a National Science Foundation-funded project examining pathways for Latino students in science, technology, engineering and mathematics. He also has appeared on numerous television programs to bring science into practice, has hosted a YouTube series on *Fascinating Fights* (http://bit.ly/1GDKVex) - which debates the outcomes of battles between pop icons, and has posited ideas about the complementary nature of science and faith in his book *Divine Science: Finding Reason at the Heart of Faith* (Franciscan Media, 2015).
**Doug Everhart**

Doug Everhart is director of the Center for Student Wellness & Health Promotion in the Division of Student Affairs. After completing a B.S. in engineering at the University of Redlands, he began his student affairs career in housing/residence life, where he had served for five years as a resident assistant and resident director, and subsequently in roles in career services, recreation, student activities, orientation and Greek life. After identifying his passion for substance abuse prevention, he completed a M.A. in education (counseling), also from the University of Redlands. After successfully writing and implementing a federal grant from the U.S. Department of Education, he developed a comprehensive substance abuse prevention program at the University of Redlands, strongly based in peer education and student programming that he also later successfully implemented at the UC Riverside for over 12 years. His UCI career began in 2010 as an alcohol programs manager at the Health Education Center (now the Center for Student Wellness & Health Promotion). He became the permanent director of the center in May 2013, after serving as its interim.

Director Everhart has volunteered extensively in national health education, including serving as California state coordinator and national coordinator of student athlete affiliate support for the BACCHUS Network, a nonprofit group providing peer education for Boosting Alcohol Consciousness Concerning the Health of College Students. Active with the National Collegiate Athletic Association since 2000, he has served as a facilitator for the National Student-Athlete Leadership Conference and on its CHAMPS/Life Skills Advisory Team. He helped create the StepUp! Bystander Intervention Program for teaching skills and strategies to support student interventions for health and safety and currently serves on its executive board. Most recently, Director Everhart has been involved with building the United States Health Promoting Campuses Network, serving on the leadership team. This network supports over 100 campuses in their effort to adopt the Okanagan Charter as a guiding framework for becoming an internationally recognized health promoting campus. UCI is one of the first eight campuses in the U.S. to officially adopt the charter, which occurred on September 1, 2021.
Rodrigo Lazo

Rodrigo Lazo is associate dean for diversity, equity, and inclusion for the UCI Graduate Division and professor of English in the School of Humanities. He has 17 years of experience at UCI. In addition to his faculty role, he has previously served as the associate dean in the School of Humanities, and he has directed the Humanities Core Program, a year-long introduction to the humanities for first-year undergraduate students.

His research interests include American and Latinx studies, 19th century U.S. literature, and immigrant/migrant fiction. His most recent book, *Letters from Filadelfia: Early Latino Literature and the Trans-American Elite* (University of Virginia Press, 2020), details the contributions of Spanish-speaking intellectuals and broadens the history of the original capital of the U.S.

He received his M.S. in journalism from Columbia University and his Ph.D. in English from the University of Maryland.

Joshua Meadors

Joshua Meadors is the principal research analyst in the Office of Inclusive Excellence. 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 received his Ph.D. in social psychology from UC Riverside and has taught at that campus.

Joseph Morales

Joseph Morales serves as associate director for strategic initiatives & partnerships in the Office of Inclusive Excellence. Dr. Morales helps to build campus capacity to become a national leader and global model of inclusive excellence. Among his duties include monitoring and advancing student success, deepening and expanding UCI’s relationships with other Minority Serving Institutions, and advocating for inclusive excellence locally, regionally and nationally. Dr. Morales is a former UCI Chancellor’s ADVANCE Postdoctoral Fellow. Informed by his own experience as a first generation and low-income student, he was also a founding faculty member of the CSULB-LBUSD Ethnic Studies Initiative. Starting his educational path at a California community college, Dr. Morales later earned a bachelor’s degree at UC Santa Barbara, a master’s degree from the University of Chicago, and a Ph.D. in Ethnic Studies from UC Berkeley.
Mary Lou D. Ortiz

Mary Lou D. Ortiz joined UCI on July 18, 2022, as chief financial officer and vice chancellor for the Division of Finance and Administration. She manages a large, $3.5 billion operating budget and a $3 billion capital expenditure budget, ensuring responsible allocation of public and private financial resources to meet objectives including the health enterprise (health sciences and medical center).

Vice Chancellor Ortiz has broad experience leading administrative and financial operations at public and private research universities, strengthening those operations to best support the needs of each institution's core programs. She most recently served as associate vice president for budget and university budget officer at Pennsylvania State University, serving as a senior member of the university's financial leadership team and responsible for overseeing the University Budget Office and for the development and assessment of the university's budget and resource allocation policies. She implemented the university's annual operating budget and had budgetary responsibility for Penn State’s complex $7.7 billion organization with 24 campuses, leading discussions about maintaining affordability for Penn State students while continuing to innovate. Additional former positions include serving as vice chancellor for finance and administration at Rutgers University-New Brunswick, where she provided financial and operational leadership to the university’s flagship campus and overseeing $1.7 billion in total resources. She is the former director for finance and resource administration of University Services for Princeton University and former director of planning and financial administration at Columbia University’s student health services. In addition to her higher education experience, she was the senior director of budget and financial planning at the International Rescue Committee (IRC), a global humanitarian aid, relief and development nongovernmental organization, where she oversaw the annual operating budget for the IRC’s 26 overseas offices and affiliates and 32 domestic operations.

Vice Chancellor Ortiz earned her Master of Business Administration, Master of Public Administration, and Bachelor of Arts degrees from Columbia University, and is a candidate for a Doctorate in Education in Penn State’s higher education program.
Roxane Cohen Silver is vice provost for academic planning and institutional research and Distinguished Professor of Psychological Science, Medicine, and Public Health at UCI, where she has been a member of the faculty since 1989. An international expert in the field of stress and coping, Silver has spent over four decades studying acute and long-term psychological and physical reactions to stressful life experiences, including personal traumas such as loss, physical disability, and childhood sexual victimization, as well as larger collective events such as terror attacks, infectious disease outbreaks, and natural disasters across the world (e.g., U.S., Indonesia, Chile, Israel). Her research has been funded by the National Science Foundation, the National Institute of Mental Health, and the U.S. Department of Homeland Security, among others. She has guided governments in the U.S. and abroad in the aftermath of terrorist attacks and earthquakes and served on numerous senior advisory committees and task forces for the Department of Homeland Security, providing advice to the Department and its component agencies on the psychological impact of disasters and terrorism. She has also testified at the U.S. House of Representatives’ Committee on Science, Space and Technology on two occasions and given several briefings to policymakers at the White House and on Capitol Hill on the role of social and behavioral science research in disaster preparedness and response and the impact of the media following disasters.

Vice Provost Silver is the past president of the Federation of Associations in Behavioral & Brain Sciences. Her research, professional service, and mentoring have been recognized with awards from the American Psychological Association, the International Society for Traumatic Stress Studies, the Society for Personality and Social Psychology, and the Western Psychological Association. She is a fellow of the American Psychological Association, the Association for Psychological Science, the Academy of Behavioral Medicine Research, and the Society of Experimental Social Psychology.

She received her Ph.D. in social psychology from Northwestern University.
Jane Stoever

Professor Jane Stoever teaches family law and legal ethics in the School of Law and directs the UCI Law Domestic Violence Clinic, which represents abuse survivors in civil, criminal, immigration, and policy interventions in abuse. She also directs the interdisciplinary UCI Initiative to End Family Violence and co-chairs the Orange County Domestic Violence Death Review Team. She has extensive experience researching and publishing on domestic violence dynamics and the law, including the book *The Politicization of Safety* (NYU Press, 2019). She has received awards for her service and advocacy, including the Everyday Hero Award from her county’s Bar association, a Congressional Woman of the Year Award for her work in local high schools on abuse prevention and intervention. Professor Stoever previously taught at Georgetown University Law Center, American University Washington College of Law, and Seattle University School of Law; served as a judicial clerk; and worked at legal aid offices and shelters.

She received her J.D. from Harvard Law School and her LL.M. from Georgetown University Law Center.
Office of Inclusive Excellence Funding Opportunities

<table>
<thead>
<tr>
<th>Deadline</th>
<th>Faculty Success Program – Spring 2023 Session Grants</th>
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| TUES SEPT 29 | **Purpose:** Career Development Grants provided to partially underwrite career development participation in the 12-week Faculty Success Program  
**Audience:** Postdocs, Assistant and Associate Professors, Lecturer P/SOE faculty  
**Spring 2023 Session Bootcamp Dates:** January 22, 2022-April 15, 2023  
**Submission Deadline:** Thursday, September 29 |
| TUES OCT 4 | **Purpose:** Reimbursement grants up to $1,000 to subsidize beyond regular childcare costs for care while attending conference and research meetings  
**Audience:** Senate faculty with children 6 years and under, including faculty parents in the Lecturer P/SOE series and equivalent  
**Cycle Dates for this call:** November 1, 2022-February 28, 2023  
**Submission Deadline:** Tuesday, October 4 |
| MON OCT 31 | **Purpose:** To promote advancement of diversity, equity, and inclusion at UC Irvine. Grant recipients may use funds for research costs and/or release time.  
**Audience:** Senate faculty, including those in the Lecturer P/SOE series  
**Funding period:** January 1, 2023-December 31, 2023  
**Submission Deadline:** Monday, October 31 |
| TUES NOV 1 | **Purpose:** To promote advancement of diversity, equity and inclusion at UCI. Grant recipients may use funds for research costs and/or release time.  
**Audience:** graduate students completing terminal degrees by July 1, 2021  
**Funding period:** July 1, 2021-June 30, 2022  
**Submission Deadline:** Tuesday, November 1  
Contact s.block@uci.edu for questions |

Unless otherwise noted, please see more information at: [https://inclusion.uci.edu/funding-programs/](https://inclusion.uci.edu/funding-programs/). For Zoom FSP Alumni Panel, RSVP at: [https://uciadvance.wufoo.com/forms/1pg8kun0dw02i5/](https://uciadvance.wufoo.com/forms/1pg8kun0dw02i5/); for information and online application for the UC President’s Postdoctoral Fellowship Program/UCI Chancellor’s ADVANCE Postdoctoral Fellowship Program, please review: [https://ppfp.ucop.edu/info/](https://ppfp.ucop.edu/info/).
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<td><strong>SEPT 19</strong></td>
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<td><strong>SEPT 22</strong></td>
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<tr>
<td><strong>Academy for Inclusive Excellence</strong></td>
<td><strong>Annual Institute for Equity, Diversity, and Inclusion</strong></td>
<td><strong>UC President’s Postdoctoral Fellowship &amp; UCI Chancellor’s ADVANCE Postdoctoral Fellowship Information Session</strong></td>
<td><strong>Faculty Success Program Alumni Panel</strong></td>
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<tr>
<td>Monday, September 19, 2022</td>
<td>Tuesday, September 20, 2022</td>
<td>Thursday, September 22, 2022</td>
<td>Friday, September 23, 2022</td>
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<tr>
<td>9:00 a.m.-3:30 p.m.</td>
<td>9:00 a.m.-3:30 p.m.</td>
<td>3:00 p.m.-4:00 p.m., Zoom</td>
<td>12:00 p.m.-1:00 p.m., Zoom</td>
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<td>Arnold and Mabel Beckman Center</td>
<td>UCI Student Center Pacific Ballrooms</td>
<td><em>Zoom link will be available upon registration</em></td>
<td><em>Zoom link will be available upon registration</em></td>
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<td><strong>Theme</strong>: Equity Leadership and UCI STEMM Equity Achievement (SEA) Change</td>
<td><strong>Audience</strong>: Senate Leaders, Deans, Chairs, Equity Advisors and DECade Mentors, Faculty Leaders</td>
<td><strong>Purpose</strong>: Overview and Best Practices for Prospective Applicants</td>
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<td><strong>Audience</strong>: Equity Advisors and DECade Mentors</td>
<td><strong>RSVP</strong>: <a href="https://inclusion.uci.edu/education-training/institute/">https://inclusion.uci.edu/education-training/institute/</a></td>
<td><strong>Audience</strong>: Graduate Students, Postdocs, Faculty Advisors, Graduate Program Directors</td>
<td><strong>Audience</strong>: Postdocs, Tenure-Track and Tenured Faculty</td>
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<td><strong>Information</strong>: <a href="https://inclusion.uci.edu/action-plan/equity-leadership-programs/academy/">https://inclusion.uci.edu/action-plan/equity-leadership-programs/academy/</a></td>
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<td><strong>RSVP</strong> at: <a href="https://uciadvance.wufoo.com/forms/s1mn58g808c5fjl/">https://uciadvance.wufoo.com/forms/s1mn58g808c5fjl/</a></td>
<td><strong>RSVP</strong> at: <a href="https://uciadvance.wufoo.com/forms/r1pq8kun0dw02j5/">https://uciadvance.wufoo.com/forms/r1pq8kun0dw02j5/</a></td>
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***Save the Date***: Inclusive Excellence Forum (virtual) at on January 12, 2023

Details at: [https://inclusion.uci.edu/](https://inclusion.uci.edu/)
Flyers and Program Details
Career Development Awards for the Faculty Success Program

RSVP for the September 23 Faculty Success Alumni Panel and Apply Online by September 29 for Career Development Funding to Attend the Spring 2023 Faculty Success Program

https://inclusion.uci.edu/funding-programs/fsp/

Faculty Success Program Alumni Panel

Join informal discussion with UCI faculty about their experiences in the 12-week Faculty Success Program to enhance scholarly productivity and career trajectory

**WHEN:** 12 p.m.-1 p.m. on Sept. 23

**WHERE:** Via Zoom (a zoom link will be shared automatically upon form submission)

**RSVP for the Sept 23 panel:**
https://uciadvance.wufoo.com/forms/r1pq8kun0dw02j5/

Featured speakers include:

Professor Kathleen Johnson (Earth System Science) and

Professor Salvador Zárate ( Anthropology)

**APPLY FOR CAREER GRANTS TO ATTEND FSP SPRING 2023 BY SEPTEMBER 29:**

https://inclusion.uci.edu/funding-programs/fsp/
Faculty Success Program Grant Call for Applications

UCI ADVANCE Program for Equity and Diversity

Spring 2023 Session

As part of our institutional membership in the National Center for Faculty Development and Diversity, campus faculty and postdoctoral fellows may participate in the Faculty Success Program at a discounted tuition rate.

The Faculty Success Program provides participants with a supportive community committed to accelerating productivity and advancing career goals. UC faculty have benefitted from the Faculty Success Program through:

- Setting achievable personal and professional goals
- Establishing a consistent, healthy, and sustainable daily writing routine
- Developing a publication profile that exceeds the institution's promotion criteria
- Mastering best-practices in academic time management
- Identifying areas of resistance and developing strategies to move through them
- Nourishing physical and emotional health
- Providing a supportive community to process challenges and successes

Session Period

The spring 2023 FSP session runs January 22, 2023-April 15, 2023

Grant

UCI ADVANCE will provide a limited number of career grants (up to $2,000 each). The current institutional member cost of tuition is $4,150. Additional funding may be procured by speaking with your school's dean. In the event that no additional funding is available, applicants will be responsible for funding the program balance.

Eligibility

Grants are available to Postdoctoral scholars, Assistant Professors, and newly tenured Associate Professors.

Apply by September 29, 2022
at: [https://uciadvance.wufoo.com/forms/r1p6cbma0n3ssso/](https://uciadvance.wufoo.com/forms/r1p6cbma0n3ssso/)

For questions please contact Marguerite Bonous-Hammarch at mbonoush@uci.edu.
Dependent Care Travel Awards
Call for Applications

Fall 2022

UCI Senate faculty who are parents of children 6 years and younger are invited to submit applications by October 4, 2022, for Dependent Care Travel Awards. The awards aim to support the career development of UCI faculty and provide funds that are taxable and reimbursed up to $1,000 for childcare expenses beyond regularly scheduled care while presenting at professional meetings and conferences.

Awardees will forfeit the opportunity to request reimbursement during this funding period (November 1, 2022-February 23, 2023) if reimbursements are not claimed within 30 days of their approved travel completion within policy guidelines.

**Period Covered** is November 1, 2022-February 28, 2023

**Eligibility**
- Applicant is an active Senate faculty member (e.g., assistant professor/associate professor/professor or equivalent; lecturer or sr. lecturer w/ SOE; lecturer or sr. lecturer w/ PSOE, etc.)
- Applicant has child(ren) age 6 or younger by the application deadline
- **Applicant must submit an online application by 5 p.m. (Pacific time) on October 4**

**DCTA Funds will not reimburse**
- Expenses for childcare provided by any family members (parents, grandparents, siblings)
- Expenses for childcare associated with teaching or course preparation activities
- Any childcare expenses without proper documentation of billing and payment
- Any childcare expenses associated with regularly scheduled care
- Any childcare expenses or arrangements not approved as part of the application review

**Notifications** will be emailed to submitters no later than the week of October 10, 2022.

**Additional Resources**
Applicants also should research additional childcare options at:
- UCI Human Resources Disaster Relief Child & Elder Care Resources - https://hr.uci.edu/disaster-relief/child-elder-care.php
- COVID Leave and Pay Status - https://hr.uci.edu/disaster-relief/leaves.php
- UCI Childcare Services - https://childcare.uci.edu/

**Apply by 5 p.m. on October 4, 2022, at:**
https://inclusion.uci.edu/funding-programs/dcta/
Inclusive Excellence Spirit Awards

Applications due October 31, 2022, at:
https://uciadvance.wufoo.com/forms/s1srvhtz0zvw024/

INCLUSIVE EXCELLENCE SPIRIT AWARD

Supports faculty activities to promote equity, diversity, and inclusion at UCI

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

Submit proposals by Monday, October 31

https://inclusion.uci.edu/funding-programs/spirit-awards/
University of California President's Postdoctoral Fellowship Program Information Session

RSVP for this virtual event at: https://uciadvance.wufoo.com/forms/s1mn58g808c5fjl/

WHAT
The University of California President's Postdoctoral Fellowship Program and Chancellor's Postdoctoral Fellowship Program provide yearlong research and professional development experiences at UC and at participating campuses. Fellows are hosted by a department/program and mentored by one or more faculty. The award provides salary, competitive health benefits and up to $5,000 for research-related and program travel expenses. These programs are among the most prestigious fellowships in the United States.

WHEN
3 p.m.-4 p.m.
Thursday, September 22, 2022

WHY
Gain insight from former and current representatives who have held these postdoctoral awards about program purposes and benefits. Have your questions answered about the application process and hear important tips to help launch and sustain your scholarship. The deadline for this year's competition is November 1.

WHO
Applicants must receive a Ph.D. from an accredited university before the start of their fellowship. Successful applicants must present documents demonstrating that they are legally authorized to work in the United States without restrictions or limitations. Individuals granted deferred action status under the Deferred Action for Childhood Arrivals program are encouraged to apply.
University of California President's Postdoctoral Fellowship Program Call

THE PROGRAM. The University of California President's Postdoctoral Fellowship Program was established in 1984 to encourage outstanding women and minority Ph.D. recipients to pursue academic careers at the University of California. The current program offers postdoctoral research fellowships and faculty mentoring to outstanding scholars in all fields whose research, teaching, and service will contribute to the diversity and equal opportunity at the University of California. The contributions to diversity may include public service towards increasing equitable access in fields where women and minorities are underrepresented. In some fields, the contributions may include research focusing on underserved populations or understanding inequalities related to race, gender, disability or LGBTQ. The program is seeking applicants with the potential to bring to their academic and research careers the critical perspective that comes from their non-traditional educational background or understanding of the experiences of members of groups historically underrepresented in higher education in the United States.

AWARDS AND APPOINTMENTS. Fellowships are awarded for research conducted at any one of the University of California’s ten campuses. The award includes a salary starting at approximately $55,632 depending on field and experience, benefits including health insurance and paid vacation/sick leave, and up to $5,000 for research-related and program travel expenses. Each award is for a minimum of 12-months and may be renewable for an additional term upon demonstration of academic/research productivity.

ELIGIBILITY. Applicants must receive a Ph.D. or terminal degree from an accredited university before the start of their fellowship. Successful applicants must present documents demonstrating that they are legally authorized to work in the United States. Individuals granted deferred action status under the Deferred Action for Childhood Arrivals program are encouraged to apply.

APPLICATION. Apply online at: ppfp.ucop.edu

DEADLINE: November 1, 2022

2023–2024
Berkeley
Davis
Irvine
Los Angeles
Merced
Riverside
San Diego
San Francisco
Santa Barbara
Santa Cruz

More information:
President's Postdoctoral Fellowship Program
University of California

visit online: ppfp.ucop.edu/info/ email: ppfpinfo@berkeley.edu

University Partnerships for Faculty Diversity

Partner Programs with University of Arizona, Carnegie Mellon University, University of Colorado, Boulder, Georgia Tech, University of Maryland, University of Michigan, University of Minnesota, New York University, University of North Carolina at Charlotte, University of North Carolina at Chapel Hill, Penn State, UC Chancellor’s Postdoctoral Fellowship Programs, and UC-affiliated National Labs.

Please visit: https://ppfp.ucop.edu/info/about-ppfp/partnerships.html
# Pipeline to the Professoriate – 2022-23 Recipients

## UC President's Postdoctoral Fellows & Faculty Mentors

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<td>Caroline Collins</td>
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<td>Susan Coutin</td>
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<td>Brittany Miles</td>
<td>Physics &amp; Astronomy</td>
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<td>Nivedita Nath</td>
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<tr>
<td>Ka-eul Yoo</td>
<td>Asian American Studies</td>
<td>James Kyung-Jin Lee</td>
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## UCI Chancellor’s ADVANCE Postdoctoral Fellows & Faculty Mentors

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<td>Katherine Arias Garcia</td>
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<td>Glenda Flores</td>
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<td>Elizabeth Kopacz</td>
<td>Anthropology</td>
<td>Eleana Kim</td>
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Learn more about these scholars at: [https://inclusion.uci.edu/funding-programs/postdoctoral-fellowship-programs/](https://inclusion.uci.edu/funding-programs/postdoctoral-fellowship-programs/)
About the NCFDD

The National Center for Faculty Development and Diversity (NCFDD) is an independent center that is 100% dedicated to helping faculty, particularly under-represented faculty, make a successful transition from graduate student to professor. We work with colleges, universities, organizations, and individuals to ensure faculty success. Our programs and services help new faculty to increase writing productivity, maintain work-family balance, create broad networks of collegial support on their campus, and develop a committed stance towards their institutional home. We offer on-line and on-site training workshops, leadership development programs, individual coaching, and institutional consulting.

NCFDD President

Kerry Ann Rockquemore, Ph.D., is the president of the NCFDD. She is author of three books: Beyond Black, Raising Biracial Children, and The Black Academic’s Guide to Winning Tenure without Losing Your Soul, as well as over two dozen articles and book chapters. Kerry Ann’s award-winning work with under-represented faculty has been featured in Diverse Issues in Higher Education. She provides workshops for faculty at colleges across the U.S., writes an advice column for Inside Higher Ed, and works with a select group of faculty each semester in the NCFDD’s Faculty Success Program.

Core Curriculum

The NCFDD’s core curriculum is designed to support the development of empirically tested skills and strategies that lead to academic success. The skills and success habits that we help our members develop include, but are not limited to:

- Developing a consistent daily writing habit
- Advanced planning and prioritization
- Healthy conflict resolution
- Cultivating a broad network of mentors, sponsors, and collaborators
- Managing time in ways that are aligned with evaluation criteria
- Understanding the process for successful grant writing, journal & book publishing, etc.

The curriculum is based on empirically tested resources, providing best practices for everyone, regardless of race, rank, and gender. Yet, the curriculum also directly addresses the unique challenges and obstacles that under-represented scholars face.
As part of our institutional membership in the National Center for Faculty Development and Diversity, campus faculty and postdoctoral fellows may participate in the Faculty Success Program at a discounted tuition rate. The Faculty Success Program provides participants with a supportive community committed to accelerating productivity and advancing career goals.

For more information about the Faculty Success Program and for webinars and resources covered by the UCI institutional membership with the National Center for Faculty Development and Diversity website at [https://www.facultydiversity.org/](https://www.facultydiversity.org/) or the ADVANCE website at: [https://inclusion.uci.edu/advance/](https://inclusion.uci.edu/advance/).

**NCFDD Fall 2022 Webinars**

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<td>Exposing the Hidden Curriculum: Cultivating Structural and Systemic Change for Mid-Career Faculty Advancement</td>
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**TO BEGIN ACCESSING RESOURCES**

To begin accessing NCFDD resources, please visit the NCFDD website ([https://www.facultydiversity.org/](https://www.facultydiversity.org/)) to register under the University of California, Irvine, institutional membership. If you have any issues, please contact Marguerite Bonous-Hammarth at: mbonoush@uci.edu.
A campus self-assessment coordinated by the Office of Inclusive Excellence on behalf of the University of California, Irvine (UCI), informed broad action plans to promote diversity, equity, and inclusion in the areas of science, technology, engineering, mathematics and medicine (STEMM). As a charter member of the STEMM Equity Achievement (SEA) Change program hosted by the American Association for the Advancement of Science (AAAS) and recipient of the program’s Bronze Award, the campus enacted UCI SEA Change to broaden the representation by gender and by race/ethnicity of students, faculty, and staff in STEMM and to embed best practices in the UCI culture across all units that remove bias from recruitment, retention and climate experiences.

JOIN US AT UCI CREATE SEA CHANGE FORUMS

Made possible by a grant from the University of California Advancing Faculty Diversity program, the upcoming UCI CREATE SEA Change Forums provide opportunities for in-depth discussion, reflection and action among University of California equity advisors and other equity leaders on practices to enhance systemic change.

RSVP at: https://bit.ly/UCI_CREATE_SeaChange
Additional Materials
# Examples of Community Links

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UCI STEMM Equity Achievement (SEA) Change

Motivated by:

- Strong student interest in STEMM majors (64% of undergrad/57% of grad students)
- Majority of faculty researching and teaching in STEMM (56% of Senate faculty/64% other faculty)
- Historical talent underrepresentation in STEMM - African Americans, American Indians/Alaska Natives, Hispanics/Latinos historically underrepresented minorities vs. STEMM and non-STEMM peers at undergraduate, graduate, and faculty levels. Women comprise 44% of undergraduates, 42% of graduate students, 29% of faculty identify in STEMM fields compared to 62% of undergraduates, 54% of graduate students, and 48% of faculty in non-STEMM fields.

Lessons Learned:

- Initiatives such as UC PEP successfully broadened the STEMM pipeline at UCI
- Funnel effects persist in STEMM vs. non-STEMM – with women and URM faculty less represented compared to peers at the highest Senate ranks
- Evidence-based practices that contributed to diverse STEMM faculty include equity advisor/DECADE mentor consulting, use of diversity statements, and search committee trainings about best practices
- Inclusive recruitment and retention require multiple approaches and interventions, with more research needed to understand impactful practices for systemic change

5-year Action Plan & 5 Goals

- Outreach at earlier professional stages for STEMM faculty
- Deepen use of best practices for equitable faculty recruitment
- Increase leadership diversity and inclusive climates
- Improve data metrics to reduce funnel effects in diverse representation across faculty ranks
- Develop, recognize, and institutionalize effective mentoring
UCI
Comprehensive Wellbeing Initiative (CWI)

Proposed:
Summer, 2021
To the Chancellor’s Cabinet

(Document updated: July, 2022)
**Purpose:** The UCI Comprehensive Wellbeing Initiative is a comprehensive and multi-disciplinary approach to creating a campus-wide culture of wellbeing. It is also a systems level approach that considers the intersections of people (students, faculty and staff), place (the UCI campus community, including the medical campus and all satellite/associated properties), and planet (the built environment and our natural resources). The initiative is guided and grounded by the Okanagan Charter: An International Charter for Health Promoting Universities & Colleges.

It should also be made clear, that this initiative is building upon a wealth of work and efforts that are already being done to make UCI a leader in health and wellbeing. In the following paragraphs, it will be made clear that UCI is already well on its way to being a national and global model for being a health promoting university, and this initiative will simply galvanize and codify those efforts. The initiative is being built around four key pillars: Diversity, Equity, and Inclusion; The Built Environment; Sustainability; Creating a Culture of Wellbeing.

In the spring of 2022, the CWI Core Leadership Team (described below) adopted the following definitions as common and consistent language to be used in relation to this initiative moving forward. This common language and accepted definitions will help us differentiate these terms as we continue to explain to the campus what this initiative is about all about. The Okanagan Charter and this Comprehensive Wellbeing Initiative looks to move beyond the typical health and wellness efforts of a campus (focusing on individual human behavior), and focus more on the wellbeing of a health promoting campus (systems level strategies, using a settings approach on a college/university campus).

Health and Wellness will be considered terms that reference an individual’s human behavior or status, which is most commonly accepted and understood when using these terms. The World Health Organization defines these terms as follows:

**Health:** Health is a complete state of physical, mental, and social well-being and not merely the absence of disease or infirmity (disorder or frailty).

**Wellness:** Wellness is an active process of becoming aware of and making choices towards a healthy and fulfilling life. ... Wellness is a state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity.

Wellbeing, in the context of this initiative, is considered the ability and capacity of all beings (humans, wildlife, plants/landscapes) to thrive and flourish in the many ecosystems that make up our community and environment. It also considers the intersectionality and contributions of those ecosystems to creating a culture of and capacity for wellbeing. The World Health Organization now defines wellbeing as follows:

**FOUNDATIONS OF WELLBEING:** Wellbeing societies provide the foundations for all members of current and future generations to thrive on a healthy planet, no matter where they live. Such societies apply bold policies and transformative approaches that are underpinned by:

- A positive vision of health that integrates physical, mental, spiritual and social well-being.
• The principles of human rights, social and environmental justice, solidarity, gender and inter-generational equity, and peace.
• A commitment to sustainable low-carbon development grounded in reciprocity and respect among humans and making peace with Nature.
• New indicators of success, beyond gross domestic product, that take account of human and planetary wellbeing and lead to new priorities for public spending.
• The focus of health promotion on empowerment, inclusivity, equity, and meaningful participation.

**Oversight:** Using the concepts and framework of the Collective Impact Model (J. Kania and M. Kramer, 2011), the following Core Leadership Team will provide guidance and oversight for this initiative. While oversight is the responsibility of this group, the work will be done with the collaborative effort of many other people, academic departments, campus units and resources.

**CWI Core Leadership Team:**
- Dr. Douglas Haynes, Vice Chancellor of Equity, Diversity and Inclusion
- Dr. Joseph Morales, Associate Director of the Office of Inclusive Excellence
- Richard Demerjian, Assistant Vice Chancellor of Campus Physical & Environmental Planning
- Dr. Rachel Harvey, Sustainability Program Manager for Student Housing
- Dr. Marcelle Hayashida, Associate Vice Chancellor of Wellness, Health & Counseling Services
- Doug Everhart, Director of the Center for Student Wellness & Health Promotion
- Tom Andriola, Vice Chancellor for Information, Technology and Data
- Dr. Bernadette Boden-Albala, Founding Dean of the Program in Public Health

**Background and Development of Pillars:** The four pillars/themes selected were an intentional decision to highlight key systems level priorities that contribute to the mission of a health promoting university and a comprehensive culture of wellbeing.

**Pillar 1 - Diversity, Equity and Inclusion:**
There is plenty of research to support the idea that for any community to thrive, all members of that community must feel valued and supported. We have all experienced a year where a bright light has been shown on social injustice in our world and society. Vice Chancellor Haynes called anti-black racism an existential threat to the University’s mission. Vice Chancellor Goldstein called recent antisemitism a threat to public health. The recent rise in violence against our Asian American/Pacific Islander communities has also been highlighted as a significant concern. On top of all that, the pandemic also taught us more about health disparities and the disproportionate impact on communities of color. As a Minority Serving Institution (MSI), Hispanic Serving Institution (HSI), Asian American Native American Pacific Islander Serving Institution (AANAPISI), and an institution that values and stands behind our commitment to diversity, equity and inclusion, we are well-positioned to address these issues and concerns. Things like the Black Thriving Initiative, the Office of Inclusive Excellence Certificate Program, and Dr. Judy Wu’s early stages of development for a Center for the
Study of Liberation, Anti-Racism and Belonging (C-LAB) are all examples of systems level, cross-disciplinary approaches to these complex issues. Through this Comprehensive Wellbeing Initiative (CWI), we can build upon the foundational work of these programs and contribute to a campus culture of wellbeing.

**Pillar 1 Leadership Team:**
Douglas Haynes, Vice Chancellor of Equity, Diversity & Inclusion
Joseph Morales, Associate Director of the Office of Inclusive Excellence
Miguel Hernandez, Associate Dean of Students in Student Life & Leadership

**Pillar 2 - The Built Environment:**

One of the key and unique components of the Okanagan Charter, is the intentional value put on acknowledging and respecting the planet and land our campuses occupy and operate upon. Understanding the intersectional needs of people, place and planet is one of its core values. As a land grand institution and one that was gifted the land the campus is built on, it is wholly appropriate that we value the stewardship of that land. Plenty of research supports that being in and connected to nature and the natural environment supports mental health ([New York Times article](https://www.nytimes.com/article/)). That’s why things like the UCI Naturescape project are so important, as we look to preserve and make the most of our natural landscapes and honor the natural resources that our campus sits on. There is also intentionality to connecting our campus trails to local and regional trails and resources. On top of the natural landscape, we make intentional decisions, like using Leadership in Energy and Environmental Design (LEED) Standards, bringing natural light and other environmental strategies into the building designs the campus employs. Projects like the Engineering Plaza, which used to be filled with large concrete tree planters, where not many people hung out. Now it is a thriving “outdoor patio” with comfortable patio furniture and shade umbrellas, creating a vibrant and attractive area, as students, faculty and staff seek more useable outdoor spaces to gather and study. These efforts show a commitment and understanding to connecting our people (students, faculty and staff) to our place (UCI) and our planet, for social and emotional wellbeing. Even when indoors, the LEED Standards design concepts, with lots of windows, exterior stairwells and use of natural light help people feel like they are outdoors and connected to nature. This is all an intentional effort to support the intersectional wellbeing of our campus, and demonstrate the value of and commitment to a culture of wellbeing.

**Pillar 2 Leadership Team**
Richard Demerjian, Assistant Vice Chancellor of Campus Physical & Environmental Planning
Matt Deines, Senior Planner for Campus Physical & Environmental Planning
Carrie Metzgar, Sustainability & Planning Analyst
Kelly Brennan, Project Manager (Samueli Institute for Integrative Medicine)
Pillar 3 - Sustainability:

Again, the Okanagan Charter places high importance on valuing and preserving our planet and its natural resources. So, sustainability efforts are highly valued. Once again, UCI is well-positioned in this area already. In fact, Representative Katie Porter, was just on campus (and in the news) to highlight UCI’s efforts on sustainability and climate. From a fleet of electric Anteater Expresses buses, to non-gas landscape equipment in housing, to our record as one of the nation’s premier "Cool Schools" according to Sierra Magazine, UC as a system and UCI specifically are already global leaders in climate research and strategy. During the UCI Physical Sciences Earth Day Event (“The Future of Energy and the Environment”), faculty speakers/researchers stated the need for the general public to have a better understanding of and support for climate change efforts. While there is so much more that could be highlighted here, I think UCI’s record and reputation speaks for itself in this area, and the sustainability efforts are one of the many success stories that positions us very well as a health promoting university on a systems level already.

Pillar 3 Leadership Team
Rachel Harvey, Sustainability Program Manager for Campus Housing
Carrie Metzgar, Sustainability & Planning Analyst

Pillar 4 – A Culture of Health & Wellbeing

While this might be the most obvious pillar for a health and wellbeing initiative, and we certainly have plenty of programs and services to support this pillar, it might also be the area where there is the most opportunity and promise. UCI has an outstanding Employee Wellness Program, headed by Dyan Hall. There is also an entire cluster of departments in Student Affairs, committed to health and wellness for students, led by AVC Dr. Marcelle Hayashida. Most importantly, our world-class UCI Health and the newly formed College of Health Sciences, including a new School of Public Health provides a formidable academic opportunity for this initiative, especially as it concerns research, assessment, and evaluation efforts. While programs and services are, and will always be, an important part of health and wellbeing efforts, the Okanagan Charter is specifically focused on health promotion strategy and practice, on a systems level, that contributes to a culture of wellbeing. That’s what sets this initiative apart from other health and wellbeing initiatives. We want to bring a multi-disciplinary, intersectional and systems level approach to this work. That means bringing the existing programs and services, people and units, together in an intentional way to demonstrate the campus’ commitment to health and wellbeing as an institutional value. Can student and employee efforts be intentionally designed and implemented to demonstrate a common commitment and value for health and wellbeing across all populations of the campus community? Can the numerous campus committees and task forces related to health and wellbeing efforts (student, faculty, and staff) be charged, resourced, and tasked with coming together on common goals, metrics and outcomes for wellbeing? Can institutional values for health and wellbeing be created and demonstrated through policy initiatives (i.e. the new online meeting default limits and recommendations)? Again, while a great deal of good work is being done, it is often being done in siloed
efforts and with limited success. This initiative is an opportunity to bring it all together in an intentional and meaningful way.

**Pillar 4 Leadership Team**
Marcelle Hayashida, Associate Vice Chancellor of Wellness, Health & Counseling Services  
Doug Everhart, Director of Student Wellness & Health Promotion  
Dyan Hall, Engagement & Wellness Specialist for Human Resources  
Anju Hurria, Chief Wellness Officer (Samueli Institute for Integrative Medicine)

**Pillar 5 – KPI’s & Metrics**
After official adoption of the Charter on September 1, 2021, Vice Chancellor of Information, Technology and Data, Tom Andriola, asked to take a leadership role with the initiative to help with development of goals, measures, metrics and key performance indicators (KPI’s). We added this as a fifth pillar and put VC Andriola and Dean Boden-Albala in charge of this pillar.

**Pillar 5 Leadership Team**
Tom Andriola, Vice Chancellor of Information, Technology & Data  
Bernadette Boden-Albala, Dean of the Program in Public Health

**Key Performance Indicators (KPI's):** With wellbeing as the common goal, the Key Performance Indicators will also fall into our four pillars: Diversity, Equity and Inclusion; the Built Environment; Sustainability; and A Culture of Health & Wellbeing. The Backbone Organization will work with and involve the appropriate campus partners and stakeholders. Each pillar will develop its own set of goals, strategies and metrics to monitor and evaluate success each year. While much of this work is still to be done, here are a few initial thoughts, ideas and examples:

**Pillar 1 - Diversity, Equity and Inclusion:**
- The diversity of our students, faculty and staff will be monitored and evaluated against desired demographics and metrics.
- Diversity of campus leadership (VC/AVC, Dean/Assistant Dean, etc.) to ensure diversity of role models in leadership positions.
- Participation in the Office of Inclusive Excellence Certificate Program, encouraging broad participation by students, faculty, and staff.
- Participation in programs like the Black Thriving Initiative

**Pillar 2 - The Built Environment:**
- Grow the number and percentage of our campus buildings that are LEED (Leadership in Energy and Environmental Design) Certified, and possibly move towards WELL Certification as well.
- The continued development and implementation of the Naturescape Initiative
- Continue working with appropriate resources to develop and appropriately acknowledge the land UCI exists and operates upon.
Pillar 3 - Sustainability:

- Continue with and grow metrics that have earned the campus awards and recognition for sustainability (i.e. Sierra Magazine Cool School rankings)
- Continue movement to more sustainable vehicles (i.e. electric buses) and equipment (non-gas landscape equipment).
- Continue efforts and movement toward UC Carbon Neutrality goals

Pillar 4 - A Culture of Health & Wellbeing:

- Enhance the role and voice of health/wellness related committees and task forces to make sure they are resourced, empowered and well-represented. Also ask/require that they prepare and submit annual reports that are read and utilized for contribution towards campus health/wellness related goals/metrics.
- Develop common definitions and understanding of health and wellbeing, so that appropriate metrics can be established and measured.
- Use existing, as well as new, initiatives to create a culture of health and wellbeing that demonstrates a campus commitment (i.e. Healthy Beverage Initiative for accessibility to water sources, Healthy Vending Initiative for accessibility to healthier beverages and snacks; enhanced Lactation Stations on campus; etc.)

July, 2022 update: Each pillar has developed a draft set of goals/metrics/KPI’s and once formalized, they will be added to this document.

Other Campus Involvement: involvement and support are being sought from the following campus departments and partners, as the long-term work will require comprehensive and multi-disciplinary efforts.

Academic Schools/Departments (all):

- College of Health Sciences
  (Public Health, Medicine, Nursing, Pharmacy & Pharmaceutical Sciences, Samueli Institute for Integrative Medicine)
- School of the Arts
- School of Biological Sciences
- School of Business
- School of Education
- School of Engineering
- School of Humanities
- School of Informatics & Computer Science
- School of Law
- School of Physical Sciences
- School of Social Ecology
- School of Social Sciences

Campus Departments/Units:
• Office of Inclusive Excellence
• Student Affairs Division (All Clusters)
• Campus Physical & Environmental Planning
• Housing and Sustainability
• HR/Wellness
• ASUCI/AGS
• Faculty/Staff Affinity Groups
• Student Organizations
• Intercollegiate Athletics