UCI SEA Change

Charter membership and institutional self study – joined the AAAS SEA Change network in 2020

Bronze award recipient – 2021

UCI SEA Change Implementation Advisory Group – ongoing conversations about SEA Change plans, priorities, and activities towards goals

UCI SEA Change Goals

➤ **Broaden STEMM outreach** and resources by strengthening inclusion at earlier stages

➤ **Deepen use of best practices for diverse hiring by 25%,** including tracking & monitoring central hiring programs, search presentations & outcomes, net activities

➤ **Promote decanal accountability to increase diverse leadership**

➤ **Improve access to & development of robust metrics** to track STEMM diversity experiences and progress via UCI Climate Survey, Unit Equity Reviews, and action plans

➤ **Develop, recognize, & institutionalize effective mentoring practices for students & faculty**

UCI Office of Inclusive Excellence

Example: Examining Inclusion

Questions from self-study:

➢ ***How are faculty included?*** – as candidates, throughout tenure process, valued within disciplines

➢ ***Institutional reviews*** – gained insights about opportunities to do more re: STEMM vs. non-STEMM differences, faculty identifying from historically underrepresented backgrounds, before/after effects re: equity advisor program

➢ ***Specific program impacts*** – discussion/analyses underway

Ongoing Questions

Can we understand beyond satisfaction?

What are individual/institutional opportunities?

What are individual/institutional benefits?

Variables of Interest	Potential Metrics
Faculty Demographics	- Tenured/Tenure-track; Non-tenured; Leadership - Trends in new/total faculty by school, gender/URM
Recruitment to hiring	- % Applicants vs. Availability - Use of rubrics, Inclusive Excellence Activities Statements, central hiring programs - Indirect impacts and/or capacity building (new/pioneering research areas)
Faculty promotion & tenure	- % tenured Tenure/% progression through ranks - Use of Inclusive Excellence Activities Statements - Underutilization (local vs. national) - Trends re: COVID mitigation efforts/other central programs ("Stop the Clock"
Faculty retention	- Trends in turnover by gender/race/ethnicity - Trends in policies and impacts for family friendly practices - Outcomes via mentoring programs - Outcomes via active learning/digital learning/Division of Teaching Excellence and Innovation programs
Institutional DEI policies/practices	- Pre-/post- accountability impacts (e.g., demographics pre-/post- equity advisor milestones) - Trends in policies and impacts of family friendly practices - Outcomes via mentoring programs - Outcomes via teaching and learning programs