ADVANCE: Institutional Transformation

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UNIVERSITY OF CALIFORNIA, IRVINE
ENSURING INSTITUTIONALIZATION

Essential Elements for Success:

- Leadership
- Academic Planning
- Resource Allocation & Faculty Rewards
- Faculty Recruitment and Retention
- Accountability
LEADERSHIP

- Commitment of Chancellor and Executive Vice Chancellor to Gender Equity
- Integration of Gender Equity into UC Policies and Procedures & Campus Best Practices
- Sustaining Research on Status of Women in Professoriate
- Disseminating Effective Strategies for Institutional Transformation
Leadership:
Institutionalization of ADVANCE

- 50% time faculty Director
  - Reports to Provost; serves on key administrative committees
- 1 Equity Advisor per school (with $15,000/year stipend)
- Expansion of Equity Advisor roles to include attention to ethnic diversity in faculty hiring, retention and advancement
- 50% time Program Coordinator
- Annual operating budgets
  - Program office: $20,000
  - Equity advisors: $2,500 per school
Leadership:
NSF:PAID Partnership for Adaptation, Implementation and Dissemination

- Augment the capacity of senior administrators, deans, and chairs to lead institutional transformation
- Builds on experience and success of gender equity and extends focus to diversity in the professoriate
- Based on regional cooperation for a common challenge: recruitment, retention and advancement of women and underrepresented minority faculty
Leadership:
NSF:PAID-Leading Through Diversity
Leadership Programming 2007-2009

- January 2007 through December 2009
- Partnership of 5 Southern California UC’s – Irvine as lead institution with co-PI’s at Los Angeles, Riverside, San Diego, Santa Barbara
- Annual EVC’s and Dean’s Symposium: Leading Through Diversity (1st held Jan. 2007)
- Annual Departmental Chair’s Retreat (1st to be held in Oct. 2007)
Leadership: Senate Oversight for Diversity

- By-law changes incorporate diversity into Senate duties and work-load:
  - Council on Educational Policy
  - Graduate Council
  - Council on Planning and Budget – (FTE Allocations)
  - Council on Academic Personnel – (Tenure & Promotion)
Academic Planning: Integration of Diversity

- Diversity is included in campus objectives for *Focus on Excellence* Strategic Plan
- All units directed to address diversity in requests for FTE
- ADVANCE Director and one Equity Advisor serve on campus advisory resource committee
Academic Planning: Capital Campaign

- ADVANCE priorities incorporated into campaign plan
  - Endow 10 Term Chairs
  - Support School-based Initiatives & Activities
  - Seed Funding for Innovative Research and Supplement Startup Packages for New Faculty
  - Program Endowment

NSF ADVANCE PI Meeting – June 2007
Resources & Rewards: Scholarship on Diversity FTE Call

- 10 new FTE to augment and/or extend campus research capacity on diversity
- Results of 2007 competition:
  - 21 Proposals submitted
  - 54.5 requested FTE
  - Proposals originated from 8 of the 10 schools

NSF ADVANCE PI Meeting – June 2007
Resources & Rewards: Equity Advisor Model and Leadership

- Equity Advisor selected from each School
- Serve as Faculty Assistant to Dean
- Furnish best practices for and advise regular rank faculty searches
- Coordinate mentoring programming for junior as well as senior faculty
- Provide salary equity counseling for faculty

- Tenured and familiar about UCI
- Former chairs, directors
- Established research profiles
- Supported by NASA, NEH, NEA, NIH, NSF
- Recipients of Senate research, teaching and service awards
- Incumbents of UCI Endowed Chairs

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Resources & Rewards: Leadership Development

- Equity Advisors comprise a pool of active scholars and campus leaders
- Professor Kristen Day, Equity Advisor School of Social Ecology, appointed 2007-2008 ACE Fellow and selected by Chancellor to participate in UC Senior Leadership Institute
Faculty Recruitment & Retention: Transparency and Career Advising

- Equity Advisors meet with search committees and monitor all regular searches
- Coordinate new faculty orientations and mentoring programs for junior and senior faculty
- ADVANCE Director collaborates with Academic Personnel and briefs Academic Personnel Officers to ensure a consistent and responsive search process
Accountability: Changes to Academic Personnel Manual

- Chairs, Dean’s & Provosts are expected to implement Campus Affirmative Action Plan
- ADVANCE involvement in review of unit and campus leaders
- Dissemination of Campus Guidelines for Promoting a Culture of Inclusion and Transparency
- Development of a Chancellor’s Advisory Committee on Diversity and Inclusion
- Equity Advisors serve on Executive Search Committees – Biological Sciences, Humanities, Engineering
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