Advancing Faculty Diversity

Advancing Faculty Diversity (AFD) Program

- Established in 2016-17 with $2M in one-time State funds, mandating UC to do more on faculty diversity

- With these funds, UC developed an innovative and focused program to support projects aimed at increasing faculty diversity in selected units

- Beginning in 2018-19 (Year 3), UCOP made an additional $3M annual commitment

- Additional funds allowed for establishment of awards to improve climate and retention in selected units in Year 3

AFD Program Funding
FY16-17 through FY21-22

Year	Recruitment	Total Awards (#)	Improved Climate and Retention	Total Awards (#)
2016-17	$1,712,000	3	-	-
2017-18	$1,900,000	4	-	-
2018-19	$1,920,399	4	$443,200	6
2019-20	$2,579,000	5	$1,253,804	9
2020-21	$1,577,000	4	$1,099,000	5
2021-22	$2,792,809	7	$1,550,852	8

FY2022-23 $3M for AFD program*

Up to 4 awards per campus, 2 each for Recruitment and Improved Climate and Retention

*Presidential allocation only, no state funding committed

AFD Project Types – 2022-23

- Recruitment

- Improved Climate and Retention

Recruitment

Three project types:

- *Recruitment of new ladder-rank faculty*

  Funding of up to $500k

  Hiring to take place in 22-23 and 23-24 academic years
- *Recruitment process improvements*

  Funding up to $150k
- *Replication awards*

  Funding up to $200k

- Funds need to be expended or committed by June 30, 2024

- In developing proposal, consider how COVID-19 pandemic and subsequent return to in-person learning, and related exposure to inequities might be addressed in proposals.

- RFP available at https://www.ucop.edu/academic-personnel-programs/index.html. Pay close attention to review criteria.

Improved Climate and Retention

- Flexibility to build multi-division, multi-campus projects that are funded for up to 3 years
  - Up to $250k for multi-campus collaboration
  - Up to $175k for single campus proposals
  - Up to $100k for research proposals
  - Up to $50k for external grant fundraising support proposals

- Priority for projects addressing COVID-19 issues that have affected faculty and those projects addressing issues of racial justice through proposed interventions

- Access RFP at https://www.ucop.edu/academic-personnel-programs/index.html. Pay close attention to review criteria.

What constitutes a strong proposal?

- Propose innovative, new ideas for interventions, including those based on past efforts in other AFD-funded projects

- Project includes a reasonable timeline and activities are well-scoped and achievable within that timeline

- Budget that is reasonable and in-line with activities proposed

- Clear outline of evaluation plan

- Documented campus commitment

- Clear demonstration of potential for impact on diversity, equity and inclusion work beyond the originating unit funded

Additional points on preparing a proposal

- Find out what's been funded on your campus through AFD

- Check to see if there is any overlap with the proposal you're preparing

- Make sure to communicate with the leaders involved in the review process at the campus level to ensure that you follow any campus-specific proposal submission processes.

Preparing a project budget

- RFP budget template should be used to prepare project budget*
- Budget should be outlined in detail for each year of project
- Narrative sections of template should be used to justify line items
- For recruitment projects, partial funding for staff should be only a minor part of budget proposal
- For recruitment projects, no more than 20% of the total project budget may be allocated for course buyouts or other funds for project PIs
- All personnel funded must be UC employees
- For Improved C&R, direct payments to academic appointees need to be reviewed by the campus Academic Personnel Offices before submission

*Submitting a project budget in Excel is encouraged but not required

Assessing and evaluating success

- Evaluation plan should include measures of how the project made an impact through its interventions

- Desired outcomes should link to project budget

- For Recruitment proposals, outline how you plan to learn from the project in such a way as to inform future recruitment activities in other units within UC

- For Climate and Retention, *intervention* proposals must include baseline, midline, and end-line assessment of outcomes

- External grant fundraising proposals should identify at least one targeted fundraising source

Why do projects not advance in the process?

- Proposed activities do not align with proposed timeline

- Lack of documented support from campus leadership

- Budget proposal does not line up with stated project goals

- Proposed project not Proposition 209 compliant

- For recruitment projects, proposed budget does not align with proposed number of recruitments

- Evaluation plan does not sufficiently demonstrate how project will demonstrate success

- Faculty in the participating units on campus are not engaged in the development of the project

* Criteria for proposal review may be found in Appendix C of each RFP

Proposals are due May 16,2021
Thank you!

UNIVERSITY
OF
CALIFORNIA