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

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

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](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!