Advancing Faculty Diversity Pre-Award Forum
Friday, April 1st, 2022
Notes

Overview of Advancing Faculty Diversity RFP – Slideshow (attached)

Tips for Preparing a Successful Application

MarDestinee Perez, Director of Faculty Development and Diversity, Center for Faculty Diversity and Inclusion, UC San Diego

UC San Diego: Advancing Diverse Faculty, Curricula and Research through a Cluster Hire at UC San Diego (2020-21, Recruitment)

5 Key Tips

1. Identify institutional goals and priorities that could align with the project. Anchor project in institutional needs and opportunities (use data!)

2. When inviting calls for proposals from faculty and administrative units, share institutional opportunities that sponsors would like to prioritize to ensure alignment from the start

3. Combine projects whenever possible to maximize potential impact, create synergy, and increase buy-in and support

4. Extremely important projects to be faculty led but centrally supported (both in terms of leadership and administrative support)

5. Build on past ideas whenever possible and make innovative modifications – no need to reinvent the wheel!

Ilona Yim, Professor of Psychological Science, Equity Advisor for the School of Social Ecology, UC Irvine

UC Irvine: Thriving and UCI: Interventions to Support Leadership, Scholarship and Service Equity for Underrepresented Faculty (2020-21, Improved Climate and Retention)

Project Feedback

1. Wanting more connection with other DEI campus participants who are applying for AFD grant or were previously awarded grant, during the application process.
2. COVID pandemic caused awardees to question the timing of the projects ability to be successful
3. Securing sponsors and gaining buy-in was easy given the already established relationships with campus leaders.

       a. We found scheduling meetings with leadership offices to share progress, while making sure proposal spoke to the initiatives of the offices useful in gaining the buy-in we needed.
          i. This allowed for collective feedback and developing partners along the way

4. Lessoned learned: to make sure to schedule ahead and leaving time for Murphy's Law, and the possibility that anything can happen.
5. Be mindful when choosing partners; this is vital to the success of the project... especially when unexpected challenges arise. The right partners will be useful at this time.

Question & Answers

1) **MarDestinee, what seemed to work best for getting folks together on common ground?**

Answer: Communicating campus wide, setting an internal deadline for collecting ideas for proposals, and bringing like synergy together. If not, folks work in isolation where collaboration is essential to the success of the project.

2) **When OP recognizes synergy among different campus projects, do we suggest campuses work together and share funding?**

Answer: Not necessarily, however we do connect campuses informally to discuss and use each other to lean on for resources.

3) **For the Improved Climate and Retention external grant component, would it count against the total number of campus projects if we were awarded this smaller grant?**

Answer: No

4) **What would some budget line items look like for the external grant component? Especially when projects need help and would like to use these funds for outside UC hires**.

Answer: This would fall in line with the idea of a consultant, but it would not go under personnel but maybe would fit under the OTHER category.

5) **With Improved Climate and Retention projects, is there a way to include all listed components in one proposal? Several campuses have discussed a proposal that would include intervention and research but would like to know how it would be reviewed by OP**.

Answer: We have previously supported projects that included both research, data, etc. where the maximum funding was $200k. We need to get back to you about how we plan to move forward with this in the future. We have found that in the past projects have submitted these kinds of projects and were not very strong in each category which made it difficult to fund those proposals.

Update: UCOP will accept proposals that include multiple components, so long as they meet the requirement of maximum funding of $200k. Each project will be reviewed on a case-by-case basis.

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<u>**Tips for Preparing a Successful Application**</u>

Zulema Valdez, Associate Vice Provost for the Faculty and Professor, UC Merced

UC Merced: DEI Excellence and Hiring a Diverse Faculty at UC Santa Cruz and UC Merced
UC Merced and UC Santa Cruz (2020-21, Recruitment)

Key Tips
1. Use prior successful projects proposals as models for developing project proposals
2. Using similar campus projects as consultants, especially if similar in size, region, and area
3. For joint projects, it is important to note the ways your campus is complimentary to joint campus
4. While the collaborate may be an expert be sure your campus brings something to the table
5. Establishing a DEI working group and have shared deliverables

Heather Stoll, Vice Chair, Chancellor's Advisory Committee on the Status of Women and Associate Professor, UC Santa Barbara

UC Santa Barbara: Data Leadership and Intervention Strategies for More Equitable Faculty Service Workloads (2020-21, Improved Climate and Retention)

  Key Tips

1. Paying close attention to RFP guidelines
2. Gaining buy-in from key campus leaders during the proposal writing process
3. Building relationships with key campus players to help move your project forward
4. Building in additional time for uncertainty

<u>**Question & Answers**</u>

1. **Can you describe the proposal process on each of your campus?**
   a. At UCSB, the campus calls for letters of intent and filter down those proposals through endorsement from the EVC's office.
   b. At UCMerced, the APP office determines participants by bringing together folks who've expressed interest and develop a proposal.
2. **Are there any projects that focus on students and staff?**

   Yes, we have had projects that focus on faculty of color and students.