Building upon the Vision
for Aggie Faculty Excellence

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Diversity, Equity, & Inclusion

CAMPOS and CAMPSSAH New Faculty Orientation
September 23, 2020

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#Think BIG
Diversity

- Students
- Faculty
- Staff
- Alumni
- Community
- Patients
### UC Davis Laurels for Diversity

- **#1** Diversity and Internationalization (U.S.) *(QS World University Rankings)*
- **#1** Best Value College for Women in STEM (U.S.) *(Forbes)*
- **#2** Affordable Elite Colleges *(Washington Monthly)*
- **#3** Doing the Most for the American Dream *(NY Times College Access Index)*
- **#4** Best Value Colleges in America *(Money Magazine)*
- **#5** Best Public U.S. University *(Times Higher Education)*
- **#9** Public University for Social Mobility *(U.S. News and World Reports)*
- **#52** (U.S. News and World Reports) America’s Best Employers for Diversity *(Forbes)*

### Serving ALL of UC Davis

**Main Campus** | Davis, California
---|---
**UC Davis Health** | Sacramento, California
**Bodega Bay Marine Laboratory** | Bodega Bay, California
**Washington DC Center** | Washington D.C.
**Veterinary Medical Centers** | Tulare, CA and San Diego, CA
**Working Professionals MBA** | Sacramento, San Francisco, and San Ramon, CA
**Reserves** | Bodega Marine Reserve, Jepson Prairie Reserve, Lassen Field Station, McLaughlin Natural Reserve, Quail Ridge Reserve, Stebbins Cold Canyon Reserve
**Network of Family Medicine Residency Programs** | Merced, Modesto, Redding, Shasta, Stockton, Travis AFB, Ukiah, UC Davis

**Student Locations:**
- Davis Campus **36,955**
- Sacramento Campus **1,643**
- Other Locations **554**
Office of Campus Community Relations | The Principles of Community | Campus Community Book Project | Diversity & Inclusion Education | Anti-Bullying Awareness and Strategies | Police Accountability Board & Police-Community Relations | Employee Resource Groups | Office for Equity, Diversity, and Inclusion (UC Davis Health) | Prep Medico | Research Initiatives for Student Enhancement Undergraduate Program | Diversity and Inclusion Dialogues | Constituency and Employee Resource Groups | Office for Student and Resident Diversity | UC Davis Center for Reducing Health Disparities | Mental Health Interdisciplinary Collaboration and Cultural Transformation Model | California Reducing Disparities Project Initiative

Office of Academic Diversity | Center for the Advancement of Multicultural Perspectives on Science (CAMPOS) | Center for the Advancement of Multicultural Perspectives on Social Science, Arts, and the Humanities (CAMPSSAH) | Faculty Retention and Inclusive Excellence Networks—Designing Solutions (FRIENDS)

Our Office Supports...

3 Centers

6,000+ people attending our events in 2019-20

500+ within Advisory Committees, Constituency Groups, and Diversity Leadership Group Members supported

Partnerships with Regional, Community, Systemwide, and National Organizations
Roadmaps to Excellence

Increase Student:

- Enrollment at the Undergraduate, Graduate, and Professional levels
- Retention
- Successful graduation
- Transition to career
Increase Faculty & Staff Diversity

- Recruitment (ladder-rank)
- Retention
- Tenure & Promotion
- Awards & Recognition

Reduce the Opportunity Gap

- Grades
- Basic needs
- Access to professional development
- Health outcomes
Strengthen Community

- Staff training and empowerment
- Alumni engagement
- Community understanding & involvement
- Collective responsibility for safety & security

Changing Demographics
Undergraduate Students 2009-2019

- Asian/Pacific Islander 33%
- Hispanic/Latinx/Chicano 24%
- White/Caucasian 23%
- International Students 15%
- African-American/Black 4%
- American Indian/Alaska Native 1%
**Ladder Rank Faculty Trends 2009-2019**

<table>
<thead>
<tr>
<th></th>
<th>Trend (headcounts) 2009 to 2019 (US Citizen and International)</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>1,155, △ 0%</td>
</tr>
<tr>
<td>Asian</td>
<td>272, △ 3%</td>
</tr>
<tr>
<td>Hispanic/ Latinx/ Chicanox</td>
<td>111, △ 6%</td>
</tr>
<tr>
<td>Unknown or Left Blank</td>
<td>88, △ 7%</td>
</tr>
<tr>
<td>Black/ African American</td>
<td>38, △ 4%</td>
</tr>
<tr>
<td>American Indian/ Alaska Native</td>
<td>6, △ -3%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>* 10, △ 0%</td>
</tr>
</tbody>
</table>

**2019 Ladder Rank Faculty and Equivalent**

- URM 7%
- Asian 9%
- International 24%
- Unknown and White 60%
Gender of Ladder Rank Faculty (2019)

STEM Fields
- College of Biological Sciences
- College of Agricultural & Environmental Sciences
- College of Engineering
- Letters & Sciences (Division of Math and Physical Sciences)

Humanities, Social Sciences, and more
- Letters and Science (Division of Humanities, Arts, and Cultural Studies)
- School of Education
- Graduate School of Management
- Division of Humanities, Arts, and Cultural Studies AND Division of Social Sciences

Medical Fields
- School of Medicine
- School of Nursing
- School of Veterinary Medicine

TWO DECADES OF INNOVATION

2000
Barbara Horowitz, Vice Provost for Academic Affairs (2000-09), leads significant efforts to diversify UC Davis

2007
Regents adopts “Policy on University of California Diversity Statement”

2011
Maureen Stanton, Vice Provost for Academic Affairs, leads first implicit bias workshop for faculty search committee

2012
UC Davis receives ADVANCE Institutional Transformation Grant (NSF): for participation and advancement of women in science and engineering

2014
$3 million hiring incentives invested in CAMPOS; launch of Strength Through Equity and Diversity (STEAD) for faculty searches; Hiring Investment Program (HIP)

2020
8
TWO DECADES OF INNOVATION

2015
Faculty Salary Equity Analyses with plans for annual salary equity adjustments; Option for faculty candidate diversity statements.

2016
Forbes ranks UC Davis #1 of the 13 most important STEM universities for women. UC Davis requires diversity statements for faculty applicants.

2017
UC Davis issues Diversity and Inclusion Strategic Vision; hiring of First Associate Vice Chancellor for Academic Diversity.

2019
UC Davis issues its Hispanic Serving Institution (HSI) Task Force report; conducts eight open searches to hire with inclusive excellence.

SUSTAINING THE SUCCESS OF NSF ADVANCE

ACADEMIC AFFAIRS
CAMPOS/CAMPSSAH Hiring Incentives
Capital Resource Network
Strength Through Equity and Diversity (STEAD)
Welcome Receptions
Networking Events
LAUNCH Committees

DIVERSITY, EQUITY, AND INCLUSION
CAMPOS Faculty Scholars and Affiliates
CAMPOS Research Colloquia
CAMPOS Initiative Events
ADVANCE Scholar Awards
Building on CAMPOS / CAMPSSAH with Affiliates

Membership in a collaborative community of faculty interested in developing new research, teaching and mentoring methods to support diversity at UC Davis

Opportunities to network

Opportunities to mentor and receive mentorship from the community

Priority consideration for enrollment in professional development opportunities as they arise

UCOP Advancing Faculty Diversity Grants 2018-2021

(collaboration with Academic Affairs)
RETENTION & CLIMATE

- CAPITAL RESOURCE NETWORK
- MORTGAGE ORGINATION PROGRAM
- PARTNER OPPORTUNITIES PROGRAM
- FACULTY SALARY EQUITY PROGRAM
- STEP PLUS SYSTEM OF ADVANCEMENT WORK LIFE FOR ACADEMICS
- CAMPOS and CAMSSAH
- STATEMENTS OF CONTRIBUTIONS TO DIVERSITY

Collaboration and Research

Mentoring Academy
Leadership Programs
D&I
Teaching Scholars
WIMHS
It is well known that stress can negatively affect sexual behavior and reproduction. However, the mechanisms behind this inhibition are not well understood. The B3 Lab investigates how stress affects genomic activity in a relatively conserved vertebrate biological system vital for reproduction - the hypothalamic-pituitary-gonadal axis. By doing so, we are advancing stress and reproductive research, with the potential for devising future therapeutic strategies to ameliorate stress-induced reproductive dysfunction.
Dr. Maureen Kinyua, Civil Engineering, College of Engineering
RESEARCH: Biological wastewater treatment, waste to energy, developing world systems and global health.

Dean Helene Dillard: College of Agricultural & Environmental Sciences, UC Davis
Her research focused on the biology, ecology, and management of fungal pathogens that cause diseases in vegetable crops.
Honoring Exceptional Contributions

Guidance around anti-racism

- Reconsider staying silent
- Be genuine and exercise humility
- Demonstrate empathy
- Consider engaging in discussions of race during lecture
- Support your colleagues of color
Value people from all groups,

Maximize diverse perspectives and ideas,

Our message:

Facilitate an environment that promotes inclusive excellence