A UC Davis Initiative to Engage Faculty in Faculty Retention and Inclusive Excellence Networks — Designing Solutions

(FRIENDS)
UCOP Advancing Faculty Diversity

UCOP program, funded by one-time State funds
Innovative and focused campus projects
Increase faculty diversity
Improve department or school climate

UC Davis has received 6 grants through this program: 3 for recruitment and 3 for retention
FRIENDS Commitment

32 faculty across 21 departments
Of the faculty that started in the program, more than 90% continued in the program even during stressful COVID times.

20+ CoP meetings held
Each small group spent an average of 15 hours meeting together, mostly via Zoom.
Themes

**Lime**
“Invisible” labor service work performed by racially minoritized faculty, particularly Women of Color

**Grape**
Developing a critical consciousness among majority faculty to create and support healthy, productive academic climates.

**Lemon**
Challenges faced by women and minority faculty in advancing from Associate to Full Professor, including epistemological inclusion of efforts in diversity, equity, and inclusion in the University’s intellectual work.

**Berry**
Addressing issues related to classroom climate, including hate speech and harassment.
What are "communities of practice"?

A community of practice (COP) is a group of individuals who share a common focus or purpose to their work. The common focus may be at the center of everyone’s work or it may be an area that is difficult to change and often does not get sufficient attention.

All members commit to participate in a series of structured and facilitated meetings with a specific aim.

COPs often explore topics that are complicated, sensitive, challenging or even controversial.

The goal of the COP can be simply to learn from one another, develop recommendations, or design and carry out collaborative projects.

– Mark Simon, StoryWalkers
FRIENDS before and after

Original Timeline
- Planning & Launch
- CoPs
- Pilot Projects

COVID Timeline
- Planning & Launch
- CoPs
- Pilot Projects
FRIENDS Goals

Communities
Leadership
Problems to Solutions

Photo by Gregory Urquiaga
From Data to Action

Circling back to the “COACHE” Survey with Kim Shauman
Funding Innovations

Advancing faculty recruitment, retention, and diversity with Susan Carlson
A UC Davis Initiative to Engage Faculty in Faculty Retention and Inclusive Excellence Networks — Designing Solutions (FRIENDS)

Photo by Rob Robbins/US Antarctic Program
FRIENDS Support

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## Budget line items

<table>
<thead>
<tr>
<th>Course buy outs</th>
<th>GSR Support</th>
<th>Consultants</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 or more courses to free up faculty time</td>
<td>Salary + Tuition and fees.</td>
<td>To advance the work, write grants, facilitate</td>
</tr>
<tr>
<td>$14,000 per course</td>
<td>$15,000/quarter</td>
<td>$10–$25,000 depending on scope</td>
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</tbody>
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### Staffing

- Staff and student roles
- TBD
$400,000
All four pilot projects

$1.2M
3-year initiative

$100,000
Actual money left in AFD grant
“If one accepts the importance of engagement by established scholars in activities vital to the University’s mission . . . then the reward system much be sufficiently flexible enough to award proper recognition of these activities. This flexibility is recognized in the APM.”

Report of the University-wide Task Force on Faculty Rewards

Chair Karl S. Pister

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Thank you.

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