

Faculty Director for the Center for the Advancement of Multicultural Perspectives on Science (CAMPOS):
UC Davis

General Background of position

The University of California Davis seeks a visionary academic leader for the position of Faculty Director of the Center for the Advancement of Multicultural Perspectives on Science (CAMPOS). The Faculty Director position is a 50% appointment that entails a commitment of one year (with the possibility of renewal).

With substantial financial support from UC Davis, the National Science Foundation ADVANCE grant (originally awarded in 2012) established CAMPOS to transform the face of and perspectives on science among the ladder-rank faculty at UC Davis. A team of committed faculty at UC Davis embarked on a visionary mission to expand the presence of women and underrepresented faculty in STEM. The ADVANCE grant initially prioritized the hiring of UC Davis faculty whose exceptional contributions to STEM research, teaching and service, addressed issues affecting Latinas in STEM. Over time, the vision grew to include all underrepresented voices to change the face of STEM faculty. CAMPOS has moved from its original home under the ADVANCE grant to operate as a joint program of the Office of Diversity, Equity and Inclusion and the Office of the Vice Provost for Academic Affairs.

To date, twenty-five exceptional ladder-rank faculty comprise the [CAMPOS faculty scholars](#) and another twelve are part of the broader [CAMPOS affiliate community](#). While making substantial contributions to excellence in research, teaching and service in STEM, these scholars are transforming the face of STEM faculty in higher education.

CAMPOS aims to create a community of scholars at UC Davis committed to the advancement of multicultural perspective on science. CAMPOS supports the progression of CAMPOS scholars and honors and celebrates their contributions while also creating supportive learning communities and spaces where collaboration and innovation can thrive.

To date, CAMPOS activities and programs have included:

1. CAMPOS Induction Ceremony
2. CAMPOS Launch Committees
3. CAMPOS Research Colloquia and other Networking Events
4. Community Engagement Programs, e.g., participation in the Cesar Chavez Youth Leadership Conference
5. Leadership 1: Preparing for communication with government representatives
6. Leadership 2: Preparing for merit review
7. Leadership 3: Preparing for promotion review/tenure

The new Faculty Director will have the opportunity to shape CAMPOS based on their vision with input from CAMPOS scholars.

General Responsibilities

The Faculty Director will report to the Associate Vice Chancellor for Academic Diversity (AVC-AD) and will provide leadership for promoting and sustaining excellence, equity and inclusion in the UC Davis STEM fields. The Faculty Director will work in concert with other campus officials, including the Vice Provost for Academic Affairs, the Associate Vice Provost for Faculty Equity and Inclusion, the Assistant Vice Provost for Academic

Affairs, the Dean of Graduate Studies, other deans and associate deans, department chairs, and chairs of faculty search committees.

Operational Responsibilities

In collaboration with the AVC-AD, the Faculty Director:

- Works closely with Academic Affairs:
 - On communication strategies to promote best practices with deans and department chairs and chairs to search committees to recruit and identify potential CAMPOS hires;
 - to select faculty nominated to be hired under CAMPOS;
 - to support the establishment of LAUNCH (mentoring committees) for the scholars hired as part of CAMPOS;
- Works closely the Office for Diversity, Equity and Inclusion to continue CAMPOS activities and programs and to expand the network opportunities for other scholars in STEM who bring multicultural perspectives.
- In collaboration with the Faculty Director for the advancement of multicultural perspectives on social sciences, humanities and the arts, seeks to create opportunities of cross-collaboration among CAMPOS and other interested scholars at UC Davis.
- With support from the Office of Diversity, Equity and Inclusion, the Office of Research, and the Office of Development and Alumni Relations pursues grants or other sources of funding to supplement programmatic funds centrally available to conduct CAMPOS programs.
- With support from the Office of Diversity, Equity and Inclusion, works to provide vision and content to a website for this new initiative.
- In collaboration with Graduate Studies and with deans and chairs of departments, seeks to support other initiatives to grow the professoriate pipeline, promote post-docs, especially Presidential or Chancellor Post-Doc Fellows, or initiatives to create a more inclusive climate at UC Davis; and
- In consultation especially with STEM faculty or other key stakeholders, develops initiatives and programs to support and promote the success, visibility, and professional development of scholars hired as part of CAMPOS.

Qualifications:

- Must be a tenured ladder-rank member of the UC Davis faculty with an established academic focus in STEM at the Associate Professor level or above
- Demonstrated interest in academic equity and inclusion and diversity issues, including recruitment and retention issues regarding groups currently underrepresented among UC Davis faculty
- Excellent writing and analytical skills
- Ability to work collaboratively and inter-professionally, and
- Strong organizational and communication skills.
- Knowledge of academic personnel administration, Academic Senate procedures, and academic affirmative action policy is *desirable*.

To Apply: Send a letter of interest and CV by **June 21, 2019** to **Cheryl Herrera (cherrera@ucdavis.edu)**, Analyst for the Office of Diversity, Equity and Inclusion, Mrak 129.