

A cluster of bright red sea stars, likely brittle stars, resting on a dark, rocky seabed. The sea stars are densely packed, with their numerous arms extending in various directions. The background is dark and textured, suggesting a deep-sea environment.

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

# (FRIENDS)

**UCDAVIS**

Photo by Rob Robbins/US Antarctic Program

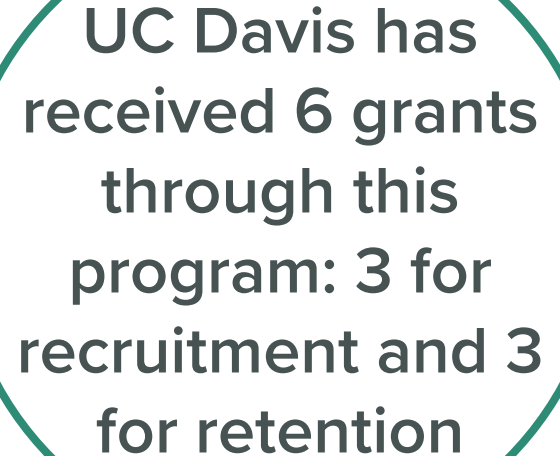
# UCOP Advancing Faculty Diversity

**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.

**UCDAVIS**

Photo by Gregory Urquiaga

# 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.



Photo by  
Gregory  
Urquiaga

# 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.

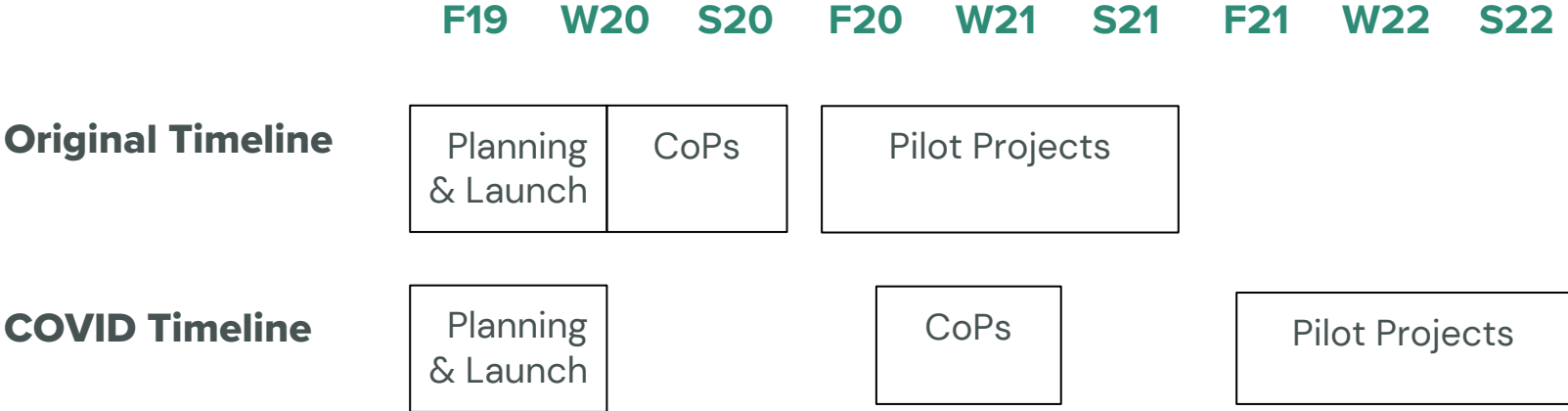
All members commit to participate in a series of structured and facilitated meetings with a specific aim.

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



# FRIENDS Goals

Photo by Gregory Urquiaga

## Communities

## Leadership

## Problems to Solutions

UCDAVIS

# From Data to Action

Circling back to the “COACHE”  
Survey with Kim Shauman





# Funding Innovations

Advancing faculty recruitment,  
retention, and diversity with Susan  
Carlson



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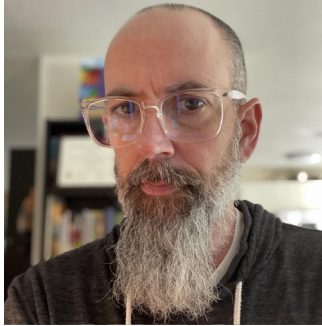
Photo by Rob Robbins/US Antarctic Program

# FRIENDS Support



**Mark Simon**

Principal Consultant,  
Storywalkers



**Thomas O'Donnell**

Analyst, Diversity,  
Equity and Inclusion



**Rosa Deniz**

Executive Assistant,  
Diversity, Equity and  
Inclusion



**Laura Cerruti**

Principal Analyst,  
Diversity, Equity and  
Inclusion

# Budget line items

## Course buy outs

1 or more courses to free up faculty time

\$14,000 per course

## GSR Support

Salary + Tuition and fees.

\$15,000/quarter

## Consultants

To advance the work, write grants, facilitate

\$10-\$25,000 depending on scope

## 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**

**1991**

# Thank you.

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