



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

April 9, 2024

EXECUTIVE VICE CHANCELLORS/PROVOSTS

RE: RFP for Advancing Faculty Diversity for Recruitment and for Improved Climate and Retention Program, 2024-2025

Dear Colleagues:

The Advancing Faculty Diversity (AFD) program is the University of California's primary research and development engine for transforming the professoriate of the future. Over the last eight years AFD has awarded competitive grants in two priority areas: recruitment and improved climate and retention.

I am pleased to announce this year's Request for Proposals (RFP) process for the 2024-25 Advancing Faculty Diversity program. The program is going into its ninth year and for this year's competition there will be approximately \$2.5 million available for awards.

Attached are detailed RFPs for the two program tracks: 1) The **AFD Recruitment** program, which supports efforts on campuses to develop recruitment processes that are predicted to result in more diverse faculty hiring; and 2) the **AFD Improved Climate and Retention** program, which supports efforts both on and across campuses to develop equity-oriented interventions, data capacity, and research to improve workplace climate and retention outcomes.

This year, we are adding a new **Inclusive Excellence Endowed Chair** challenge opportunity to the AFD Recruitment program. This new opportunity invites campuses to apply for funding to close the gap to fully endow a term chair that attracts faculty who are engaged in the critical work of supporting inclusive excellence. One \$500,000 award shall be made available to a campus to close a fundraising opportunity in which it is currently engaged. Activities of the endowed term chair could include efforts in support of inclusive excellence through advancement of the campus Hispanic-Serving Institution (HSI), Black Thriving Initiatives, Asian American Native American Pacific Islander Serving Institution (AANAPIS1) or gender equity, among others. Endowed chairs that support broad aims of inclusive excellence based on opportunities in a given field or the needs of the communities served within that field or discipline would be appropriate.

In both tracks, we encourage applicants to build on the innovative and successful pilot projects funded in previous years of this program and summarized in the Appendices of the two RFPs. Campuses may submit 1-2 proposals in each of the two tracks. A third proposal in the AFD Improved Climate and Retention track will be accepted for external fundraising awards that provide an opportunity for previously successful campus projects to focus on securing external

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grants to continue their work. All proposals must be submitted through the EVC/Provost's Office. Projects in each program track may be funded for up to three years.

To continue building a cross-campus network of practitioners as well as systemwide data that will help us track our efforts, the following AFD program practices will continue:

- Those campuses receiving funds this year will take part in an annual convening during the year to share progress, report on successes and challenges, and build a cross-campus community of practice for faculty recruitment, retention, and improved climate.
- In addition to a Principal Investigator, each proposal will include a central campus Sponsor, who will be regularly apprised of progress on the award. This may be the campus Chief Diversity Officer, a Vice Provost or Associate Vice Provost, or the Executive Vice Chancellor/Provost.

UCOP will host two pre-award online forums for those interested in developing a project proposal. These online forums will be held on **Tuesday, April 23, 2024 from 4:00-5:00pm and Wednesday, April 24, 2024 from 10:00-11:00am**. Each of the two forums will cover the same information. These forums will be an opportunity for UCOP to address questions from potential applicants and to bring possible collaborators together. Attendance is not required to submit a proposal, but confirmation of attendance is requested. Those wishing to attend are asked to complete this [RSVP form](#). Note that the same content will be delivered at each forum.

The deadline for submission of proposals is June 10, 2024. A Review Committee at UCOP, with Academic Senate representation, will make recommendations for funding. Awards will be announced prior to fall 2024.

Please reach out to Vice Provost Douglas Haynes (Douglas.Haynes@ucop.edu) with any questions you may have.

Best wishes,



Katherine S. Newman
UC System Provost and
Executive Vice President for Academic Affairs

UC Berkeley Chancellor's Distinguished Professor
of Sociology & Public Policy

Enclosures

cc: President Drake
Chancellors
Academic Council Chair Steintrager
Academic Council Vice Chair Cheung
Executive Vice President and Chief Operating Officer Nava
Executive Vice President Rubin
Vice President and Vice Provost Gullatt

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Vice President Maldonado

Vice Provost Haynes

Vice Provosts/Vice Chancellors for Academic Personnel/Academic Affairs

Vice Chancellors for Research

Chief Diversity Officers

Assistant Vice Chancellors/Assistant Vice Provosts/Directors of Academic Personnel

Interim Associate Vice President Díaz

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Executive Director Kopeck

Executive Director Lin

Director Osorio-O'Dea

Project Policy Analyst Thiong