



OFFICE OF THE PROVOST AND  
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

March 17, 2021

EXECUTIVE VICE CHANCELLORS/PROVOSTS

**RE: RFP for Advancing Faculty Diversity, for Recruitment and for Improved Climate and Retention, 2021-2022**

Dear Colleagues:

I am pleased to announce this year's Request for Proposals (RFP) process for the 2021-2022 Advancing Faculty Diversity (AFD) program. Now in its sixth year, for this year's competition there will be up to \$3M available. All proposals are due no later than May 21, 2021.

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. In both tracks, we encourage applicants to build on the innovative and successful pilot projects funded in years 1-5 of this program and summarized in the Appendices of the two RFPs. Campuses may submit 1-2 proposals in each of the two tracks. New for this year is an opportunity for a short-term award for management of a systemwide faculty equity advisors convening.

In consideration of the input recently collected from various stakeholders, the program will include the following priorities and guidelines:

- In the Recruitment track, the addition of a new second category of project focused on improving the recruitment process through building new training or informational components (for example, interactive theatre trainings); supporting research on recruitment at more than a single campus; or reimagining the recruitment process.
- Recruitment project PIs are encouraged to consider how the COVID-19 pandemic and its related impacts have exposed inequities.
- For the Improved Climate and Retention track, priority will be given to projects specifically aimed at responding to COVID-19 issues that have affected faculty and those projects addressing issues of racial justice through proposed interventions.
- Awards in the Improved Climate and Retention track will be funded for up to three years.

In an effort 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:

- Proposals that include work on more than one campus or that serve multiple campuses will receive priority.

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- Those campuses receiving funds in year 6 will take part in two convenings 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.
- Campuses receiving Recruitment awards will continue using or will agree to begin using the Search Committee Chair Survey, currently available in UC Recruit, for all ladder-rank hires, in the 2021-22 recruitment year.
- Campuses receiving Improved Climate and Retention awards will undertake a regular Retention and Climate Survey, either continuing in the survey administered through COACHE or collecting similar campus data that can be shared with UCOP, to allow for systemwide tracking of issues.
- In addition to a Principle 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.

The deadline for submission of proposals is May 21, 2021. A Review Committee at UCOP, with Academic Senate representation, will make recommendations to me. We hope to announce awards by late June 2021.

Please reach out to Vice Provost Carlson at [susan.carlson@ucop.edu](mailto:susan.carlson@ucop.edu) with any questions you may have.

Sincerely,



Michael T. Brown, Ph.D.  
Provost and  
Executive Vice President for Academic Affairs

Enclosures

cc: President Drake  
Chancellors  
Academic Council Chair Gauvain  
Academic Council Vice Chair Horwitz  
Executive Vice President Byington  
Executive Vice President and Chief Operating Officer Nava  
Vice President and Vice Provost Gullatt  
Vice President Maldonado  
Vice Provost Carlson  
Vice Provosts/Vice Chancellors for Academic Personnel/Academic Affairs  
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Assistant Vice Chancellors/Assistant Vice Provosts/Directors of Academic Personnel  
Associate Vice President Alcocer  
Associate Vice Provost Lee  
Executive Director Baxter  
Director Osorio-O'Dea