

ABOUT UC DAVIS

UC Davis' STEM programs, in the areas of engineering and the biological, mathematical, physical, social and agricultural sciences, are prolific contributors to our nation's scientific and technological innovations and to the STEM pipeline.

- UC Davis offers the broadest array of professional degrees of any UC campus
- UC Davis leads the nation in the number of life and natural sciences doctorates and undergraduate degrees conferred
- UC Davis ranks 3rd among the top 50 engineering schools in the representation of women among faculty
- UC Davis is among the top 24 most racially and ethnically diverse large research universities in the U.S., according to the *U.S. News & World Report*
- Research funding at the UC Davis, totaled nearly \$750 million during the 2011-12 fiscal year, a record high for the university and an increase of about \$65 million from the previous year's total
- UC Davis ranks 14th in research funding among U.S. public universities and 22nd for public and private universities, according to the National Science Foundation 2011 R&D Expenditures
- UC Davis ranked first among national universities by *ScienceWatch* in number of faculty papers written in the fields of ecology and the environment, agriculture, entomology, food science and nutrition, and plant and animal sciences



Photo: Cheng Saechao/UC Davis



PROJECT LEADERSHIP

PRINCIPAL INVESTIGATOR:

Linda P. B. Katehi, *Chancellor, Professor of Electrical and Computer Engineering and Gender Studies*

CO-PRINCIPAL INVESTIGATORS:

Maureen Stanton, *Vice Provost for Academic Affairs and Professor of Evolution and Ecology*

Adela de la Torre, *Vice Chancellor of Student Affairs and Professor of Chicana/o Studies*

Raymond Rodriguez, *Professor of Molecular and Cellular Biology*

DIRECTORS:

Karen McDonald, *Faculty Director of UC Davis ADVANCE and Professor of Chemical Engineering and Material Science*

Kimberlee Shauman, *Associate Director of UC Davis ADVANCE and Professor of Sociology*

COORDINATOR: Denneal Jamison-McClung, *Associate Director of UC Davis Biotechnology Program*

FOR MORE INFORMATION, CONTACT:

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Logo design: Carlos Jackson, Chicana/o Studies, UC Davis.

Institutional Transformation
to Build and Sustain
a Diverse Community of
Innovative STEM Scholars



Photo: Debbie Aldridge/UC Davis

"The UC Davis ADVANCE program is rooted in the premise that multiple perspectives from both gender and cultural diversity can increase UC Davis' contributions to STEM research."

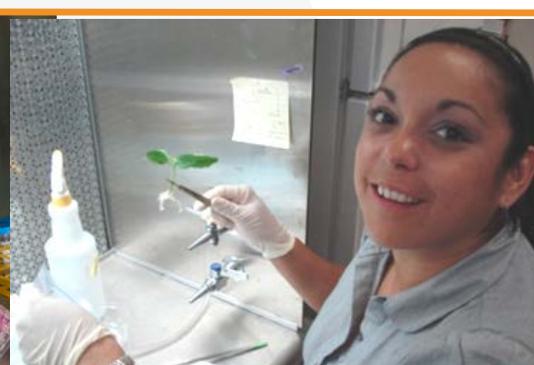
- Linda P.B. Katehi,
UC Davis Chancellor,
Principal Investigator
UC Davis ADVANCE



Photo: Gregory Urquiaga/UC Davis



Photos: Karin Higgins/UC Davis



PROGRAM INITIATIVES

Inclusive Campus Climate Initiative

To establish programs that reduce the impact of unconscious bias and promote diversity, this initiative will include the design and implementation of programs leading to a more equitable assessment of women and underrepresented minorities in STEM fields.

Director: *Susan Rivera, Professor of Psychology and Research Professor at the UC Davis Medical Investigation of Neurodevelopmental Disorders (MIND) Institute*

Mentorship & Networking Initiative

To provide tools that empower individuals for career advancement, this initiative will develop programs to enhance mentoring of junior faculty, and help them establish professional networks on campus and nationally.

Co-Directors: *JoAnne Engebrecht, Professor of Molecular and Cellular Biology, Carol Erickson, Distinguished Professor of Molecular and Cellular Biology*

Policy & Practices Review Initiative

To identify and remove institutional barriers to inclusion and career development, this initiative will examine department, college, and campus-wide written policies as well as unwritten practices that are extremely influential for faculty recruitment and advancement.

Co-Directors: *Linda Bisson, Professor & Geneticist Maynard A. Amerine Endowed Chair in Viticulture and Enology, Jonathan Eisen, Professor of Evolution & Ecology and Medical Microbiology & Immunology*

CAMPOS Initiative

To develop the Center for the Advancement of Multicultural Perspectives on Science (CAMPOS), a research center whose mission is to support discovery of knowledge by promoting women in science, especially Latina STEM scholars, through an inclusive environment that is diversity driven, mentorship grounded, and career success focused.

Director: *Mary Lou de Leon Siantz, Professor of Nursing, Betty Irene Moore School of Nursing and Adjunct Professor of Nursing, University of Pennsylvania*

PROGRAM GOALS

- Build a vibrant, welcoming and diverse STEM research community
- Establish an institution-wide, inclusive STEM climate that values diversity
- Promote equitable STEM career advancement for women and underrepresented minorities
- Understand the barriers to academic careers and the catalysts for career success for Latinas in STEM

Well-established patterns and principles provide the guiding framework for UC Davis ADVANCE:

- The best predictor of academic success and advancement in STEM disciplines at major research universities is a vibrant and well-funded research program; facilitating the development of strong research programs is fundamental to generating diversity in STEM.
- Networking and mentoring facilitate inclusion, work satisfaction, access to tacit knowledge and resources, and increased research productivity.
- STEM research breakthroughs increasingly require collaboration across teams of investigators from multiple disciplines, and that collaboration among diverse teams generates innovation and attention to important issues, approaches and solutions that are otherwise overlooked.

EMPIRICAL STUDIES

UC Davis ADVANCE will conduct three integrated empirical studies that aim to improve our understanding of the barriers that impede, and specific institutional structures, cultural factors, resources and processes that facilitate the inclusion and success of women and Latinas in academic STEM careers.

- A survey of STEM doctoral students to investigate their perspectives on the academic STEM career.
- A comprehensive study of the factors influencing the career paths of women and underrepresented minority scholars from doctoral degree completion through mid-career.
- A longitudinal comparative study of the professional experiences and career development of the faculty hired as part of our CAMPOS initiative.

Co-Investigators:

Yvette Flores, Professor of Chicana/o Studies
Laura Grindstaff, Professor of Sociology and Director of the UC Davis Consortium for Women and Research



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