Douglas M. Haynes, Vice Provost for Academic Equity, Diversity, and Inclusion; ADVANCE Program Director

Douglas M. Haynes is Vice Provost for Academic Equity, Diversity and Inclusion and Director of the ADVANCE Program at the University of California, Irvine. Originally funded by the National Science Foundation (NSF), UCI ADVANCE coordinates the campus commitment to equity and diversity for faculty and graduate students. Since 2006, Professor Haynes has led a team of senior faculty Equity Advisors who are tasked with monitoring regular recruitments, coordinating mentoring for assistant professors, and serving as a confidential resource for work-load and salary equity. Their collective efforts have contributed to steady growth in the diversity of the professoriate, expansion of work-life integration resources, and augmented career advising in support of faculty retention and advancement. Campus programs launched by Vice Provost Haynes include the Scholarship on Diversity Faculty Hiring Initiative, Chancellor’s ADVANCE Postdoctoral Fellowship, ADVANCE Spirit Grants for Inclusive Excellence, ADVANCE Dependent Care Travel Awards and ADVANCE Career Development Grants. In 2011, the mission of UCI ADVANCE was expanded to include graduate equity and diversity in support of the US Department of Education funded Diverse Educational Community and Doctoral Experience (DECADE) 2020 Initiative. The goals of the DECADE initiative are to increase the participation and degree completion of under-represented minorities and women in designated STEM fields while improving the doctoral experience for all students. Vice Provost Haynes oversees a team of 30 faculty mentors who serve as champions for equity and diversity in their respective doctoral programs. Professor Haynes is a respected historian of modern Britain and Europe. His research and teaching interests are broad, spanning from the development of the medical profession in relation to racial and gender politics, comparative health care systems in the United Kingdom and the United States, and the representations of disease and illness in the mass media. Professor Haynes also directs the campus Inter-School Excellence Initiative on Medical Humanities, an unprecedented collaboration among faculty in the schools of the arts, humanities and medicine to advance the understanding of the human dimensions of health, healing and wellbeing. He remains a dedicated teacher, research advisor, and mentor to past and present undergraduate and graduate students.