



UCI ADVANCE Program Milestones, 2001-2011

- 2001** UCI is one of 10 universities nation-wide to receive an NSF Institutional Transformation award to recruit, retain and advance women faculty in STEM fields; \$3.45M over five years. PI Susan Bryant, Dean of Biological Sciences, and co-PI Herb Killackey, Vice Provost for Academic Personnel.
- 2002** ADVANCE appoints first cohort of Equity Advisors. Their experiences and recommendations shape search policy changes.
- 2003** Campus administration requires Equity Advisor approval as a condition to activate all faculty searches (Signature authority on AP80A form).
- 2005** Campus administration requires Equity Advisor approval as a condition before shortlisted candidates are invited to campus (Signature authority on AP80B form).
- 2006** Campus administration institutionalizes ADVANCE Program; expansion of the mission to include faculty diversity.
ADVANCE Program coordinates hiring incentive associated with the UC President's Post-doctoral Fellowship Program. 10 faculty appointments facilitated.
- 2007** ADVANCE Program advises Executive Vice Chancellor and Provost on campus-wide Scholarship on Diversity FTE competition; 7 faculty positions allocated to Arts, Humanities and Social Sciences.
UCI and four southern California UC campuses receive PAID award to equip academic leaders to be change agents on behalf of institutional transformation. UC Partnership mounted Leading through Diversity program for chairs, symposia for senior administrators, and campus-based programming for faculty.
- 2008** ADVANCE receives New Scholars Grant from Elsevier Foundation to pilot ADVANCE Dependent Care Travel Awards to subsidize child care costs for eligible faculty to attend conferences and research meetings. 79 awards funded over 3 years.
- 2010** ADVANCE mission expanded to include graduate student equity and diversity. Develop and implement doctoral program mentors modeled on Equity Advisors.
- 2011** UCI hosts southern California UC campuses Career Advising and Mentoring Conference (November 4). Funded by NSF PAID award.