



Center for the Advancement of Multicultural Perspectives on Science

<https://diversity.ucdavis.edu/campos>




UC DAVIS
Diversity, Equity
and Inclusion

Mariel Vázquez
CAMPOS Faculty Director
Professor of Mathematics
and of Microbiology & Molecular Genetics
mrvazquez@ucdavis.edu



GORDON AND BETTY
MOORE
FOUNDATION




ALFRED P. SLOAN
FOUNDATION
Drawn by the power of great ideas

RB and LPX Foundation

New Chairs Workshop 09/08/2022

1




UC DAVIS
Diversity, Equity
and Inclusion

Vice Chancellor Renetta Tull

Office of Academic Diversity


Associate Vice Chancellor [open search [JPF05180](#)]




Director Mariel Vázquez


2


**Office of Academic
Diversity**





UC DAVIS
Diversity, Equity
and Inclusion


 **Lorena Oropeza, PhD**
Associate Vice Chancellor
for Academic Diversity
Professor, History


 **Lina Mendez, PhD**
Hispanic Serving Institution (HSI)
Director


 **Mariel Vázquez**
CAMPOS Faculty Director
Professor, Mathematics
Professor, Microbiology
& Molecular Genetics

 **Kimberly Nettles-Barcelón**
CAMPSSAH Faculty Director
Associate Professor, African American
& African Studies

 **Thomas O'Donnell, PhD**
Principal Analyst

 **Rosa Deniz**
Analyst


 **Sophie Barbu**
CAMPOS Assistant Director
ENHANCE Program Coordinator

 **Barbara Ustunlo**
ENHANCE Research Development Specialist

2020-2022 -- [open search [JPF05180](#)]

2019-2022 -- [internal search]

3



**Center for the Advancement of
Multicultural Perspectives on Science**


**CAMPOS works towards recruiting and retaining STEM
faculty members who excel at advancing multicultural
perspectives in their research, teaching, and service.**

Enable and support research that matters at the frontiers of knowledge, across and between the disciplines, in support of the health of the planet and the physical and societal well-being of its inhabitants. —**To Boldly Go Goal 5**

Harness the University of California's "promise and power of 10" to transform public higher education.
HSI Task Force Report Goal 4

Promote diversity and inclusion in research, teaching, public service, and training across campus and in neighboring communities.
UC Davis Diversity and Inclusion Strategic Vision Goal 4

<https://diversity.ucdavis.edu/campos>



4

2014-2022

39 faculty members
7 colleges & schools
31 different STEM disciplines

CAMPOS
UC Davis
Diversity, Equity
and Inclusion

5

2022 Cohort of CAMPOS Faculty Scholars

Luis Diaz-Garcia
Assistant Professor
Viticulture & Enology

Alyssa Griffin
Assistant Professor
Earth & Planetary Science,
Bodega Marine Lab

Alan Lombard
Assistant Professor
Urologic Surgery

Maria Maldonado
Assistant Professor
Plant Biology

Adeola Oni-Orisan
Assistant Professor
Family & Community Medicine

Kenjiro Quides
Assistant Professor of Teaching
Microbiology & Molecular Genetics

6

CAMPOS

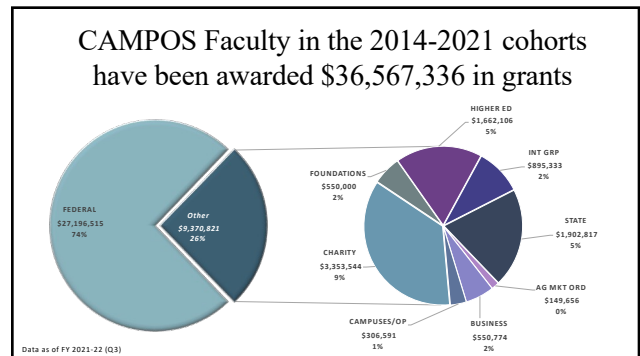
CAMPOS includes **39** faculty members in **7** colleges,
who represent **31** different STEM disciplines.

**Call for nominations for the
2023 cohort of CAMPOS Faculty Scholars**

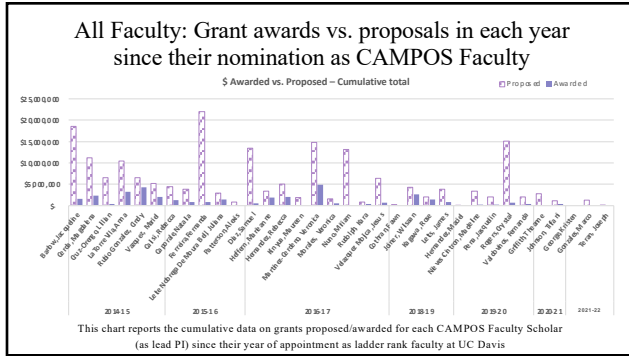
Deadline: May 31, 2023

<https://diversity.ucdavis.edu/campos-nominations>

7



8



9

Center for the Advancement of Multicultural Perspective on Social Science, Arts, and Humanities (CAMPSSAH)

- 4 Cohorts
- 21 Faculty Scholars (incl. five in 2022)
- 14 Departments, Colleges, and Schools
- 37 Affiliates
- P.L.A.C.E. with CAMPSSAH - \$225,000 UCOP Advancing Faculty Diversity Grant to improve climate and retention through recognition, community building, and leadership development
- Initiatives included: Scholar of the Quarter, Manuscript Workshop, Yearly Writing Communities, Summer Writing Symposiums, and Post-tenure Start Up Awards

10

CAMPOS and CAMPSSAH Affiliates

There are 30 CAMPOS and 37 CAMPSSAH Faculty Affiliates

Faculty Affiliates contribute to building a community and network for our faculty. Many of them serve in LAUNCH mentoring committees for CAMPOS and CAMPSSAH Faculty.

Faculty Affiliates benefit from:

- Membership in a collaborative community of faculty interested in developing new research, teaching and mentoring methods to support diversity at UC Davis;
- Opportunities to network
- Opportunities to mentor and receive mentorship from the community
- Priority consideration for enrollment in professional development opportunities as they arise

RECOMMEND faculty for the CAMPSSAH and CAMPOS Affiliate Program

11

INITIATIVES

12

CAMPOS ENHANCE



13

ENHANCE: Promoting advancement and retention of underrepresented STEM Faculty by enhancing research productivity and centering family support.

Sloan Grant
2021-2023

Interventions:

1. Provide professional research development support for CAMPOS faculty.
2. Make dependent care grants available to CAMPOS faculty.

This grant received funding from the Alfred P. Sloan Foundation, with matching funds from 8 colleges and schools, from the Office of Academic Diversity, the DEI Office, the Office of Research and the Office of the Provost.



14

ENHANCE Program

Family Support Grants

- Up to \$600, accepted on a rolling basis
- Allowable expenses: dependent care costs (babysitter, daycare, eldercare assistance, etc.), camps, and caregiver travel or other expenses
- No limit on # of grants per scholar

Research Development Consultations and Assistance

- Research Development Specialist (RDS) (Barbara Ustanko)
 - Individual grant writing or manuscript preparation consultations
 - Up to 10 hours of assistance on each proposal or article. Must "commit to submit."
- Program Coordinator (Sophie Barbu)
 - Pre-award assistance (ex. assistance with biosketches, CVs, etc)



15

ENHANCE Research Development Specialist



Barbara Ustanko

"I'm excited to bring the expertise I've acquired over 24 years in grant development in the UC and CSU systems to support the community of CAMPOS Scholars.

The focus of the RDS is three-fold:

1. helping with the development of specific proposals;
2. expanding the faculty familiarity with grantwriting skills and strategies;
3. increasing their level of comfort and confidence as they draw on these to launch successful research careers."



16

ENHANCE 2022-2023 Grant Writing Workshops

Upcoming Workshops:

1. **September 10-11, 2022**
UC Davis
2. **January 2023**
UC Davis
3. **June/August 2023**
Green Gulch Farm (Muir Beach)

- Research development consultations before and during the workshop
- Peer-to-peer feedback
- Uninterrupted writing time
- All travel expenses reimbursed/paid



CAMPOS ENHANCE

17

Grant Writing Workshops

Faculty Feedback (AY 2021-22; 2 workshops)

- Reading each other's work and discussing it was **very helpful (100%)**.
- Working with an individual consultant was **very helpful (100%)**.
- Feedback received about their writing was **very helpful (89%)**.

What faculty found most valuable during the workshop:

- "One on one meeting with research development specialist"
- "Having feedback from an expert, and colleagues, [...] having a community committed to the same process."
- "Help with understanding the reviewer comments and preparing for the resubmission."
- "Getting away from family and work responsibilities to focus on writing."

CAMPOS ENHANCE



18

CAMPOS JUMP-START

19

Jump Start Grants

In 2021 and 2022 we offered *CAMPOS Jump-Start* grants to all CAMPOS Faculty Scholars, to help reboot research productivity impacted by the COVID-19 crisis.

Eligibility: All CAMPOS faculty.

Award Details: The awards are in the \$1,000-8,000 range. Once the awardees are selected, the allotted amounts is transferred to their department. Funds need to be spent in the following 12 months.

Next Application Deadline: June 9, 2023

CAMPOS JUMP-START

20

2021 Jump-Start Grants

- Natalia Caporale** "Broadening participation in the Geosciences"
- Lillian Cruz-Orengo** "Hypoxic preconditioning induces blood-brain barrier recovery after traumatic brain injury via ZO-1 suppression of ZONAB activity"
- Theanne Griffith** A week-long workshop on the use of human nervous system tissue in basic research made a compelling case of the need to establish a collaborative pipeline between UC Davis Neurosurgeons, basic researchers, and organ procurement centers.
- Rebecca Hernandez** "Transforming Energy and Diversity in Rapid Renewable Energy Transition"
- Fernanda Valdovinos** "Working group to develop theory on plant-herbivore interactions for terrestrial food webs"

 CAMPOS JUMP-START

21

2022 Jump-Start Grants

- Miriam Nuño** "Confronting Health Misinformation to Improve Public Health: Challenges and Opportunities"
- Theanne Griffith** A week-long research visit to establish the use of spinal cord slice electrophysiology on human and mouse nervous system tissue.
- Jasquelin Peña** "Frontiers in Manganese Biomineralization Research"

 CAMPOS JUMP-START

22

 CAMPOS ADVANCE

23



ADVANCE Award and Symposium

We seek nominations of mid-career and senior Academic Senate or Academic Federation faculty who advance diverse perspectives and gender equity in STEM through their teaching, research and service. **Two 2023 ADVANCE Scholar Awardees will be selected.**

- Recipients receive a small cash award.
- An [ADVANCE Award Symposium](https://diversity.ucdavis.edu/scholar-award) is organized where the awardees give a distinguished campus lecture.

 CAMPOS ADVANCE

Nomination Deadline: May 31, 2023
<https://diversity.ucdavis.edu/scholar-award>

24



CAMPOS & CAMPSSAH New Faculty Orientation 2020 - 2022

CAMPOS & CAMPSSAH New Faculty Orientation

Download a PDF of the Handbook
<https://diversity.ucdavis.edu/new-faculty-orientation>

Resources Handbook

UCDAVIS Diversity, Equity and Inclusion

CAMPOS

Academic Affairs
Diversity, Equity and Inclusion
Center for Educational Effectiveness
Student Disability Center
Global Affairs
Strategic Communications
Office of Research
Foundation Relations and Corporate Engagement

29

CAMPOS/CAMPSSAH Induction Ceremony

Induction for 2020 and 2021 cohorts:
March 10, 2022

Induction for 2022 cohorts:
November 2022
Mannetti Shrem Museum

Theanne Griffith
Physiology and Membrane Biology

Fernanda Valdovinos
Environmental Science and Policy

UCDAVIS Diversity, Equity and Inclusion

CAMPOS

30

2022 ADVANCE Award Symposium

Inclusivity, Equity, and Ethics in Research and Data Science

<https://diversity.ucdavis.edu/events/2022-advance-award-symposium>

9:00am Light Breakfast & Registration

9:20am Welcome

9:30am Diane M. Beckles, Plant Sciences
"A conversation about biotechnology serving equity in food systems"

10:30am Coffee break

11:00am Chen-Nee Chuah, Electrical and Computer Engineering
"Experimental Data Science in Large Scale Networks and Accessible Smart Health Systems"

12:45pm Poster session and dessert reception

2:15pm Luis Carvajal-Carmona, Biochemistry & Molecular Medicine
"The need to diversify DNA databases and precision medicine tools: implications for advancing health equity"

3:15pm Discussion and closing remarks

UCDAVIS Diversity, Equity and Inclusion

CAMPOS

31

QUESTIONS?

UCDAVIS Diversity, Equity and Inclusion

CAMPOS

32