
Funded Innovation Grants 2014-2015 AY

PROJECT: UC SAN DIEGO SUMMER PROGRAM FOR WOMEN IN PHILOSOPHY

PI: Rick Grush, Professor, Philosophy

The **UC San Diego Summer Program for Women in Philosophy (SPWP)** is a two week program of intensive coursework and workshops designed to provide an engaging experience in which undergraduate women can study philosophy without the hurdles usually associated with being a small minority in a heavily male-dominated field. The goal of the program is to increase the representation of women in the discipline by providing opportunities to improve women's prospects of acceptance into UC San Diego's highly ranked graduate program.

PROJECT: UC SAN DIEGO INTERTRIBAL YOUTH WRITING PROGRAM

PI: Olga Vasquez, Professor, Communications

UC San Diego-Intertribal Youth Writing Program addresses low representation of Native American students at UC San Diego by creating and providing a research based, culturally relevant two week summer writing course in addition to a 10 week on-line writing course for Native American high school students. The two-week course was designed to be the academic anchor of the InterTribal Youth (ITY)/UC San Diego summer program. The on-line course will be offered in partnership with UC San Diego Extension. Taught by Caroline Collins, it will be followed by an additional 10-week online writing course for Native American high school students.

PROJECT: BLACK STUDIES RESEARCH COLLABORATIVE

PI: Dayo Gore, Associate Professor, Ethnic Studies

PI: Sara Kaplan, Associate Professor, Ethnic Studies

The **Black Studies Research Collaborative** explores new ways to institutionalize and sustain a cross-discipline research collaborative in Black Studies. The program aims to accomplish four goals: 1) Create a cross-campus institutional structure that fosters innovative frameworks and methods for the study of Blackness; 2) Increase collaborative scholarship in Black Studies across departments, divisions, and schools by building networks for intellectual exchange among scholars in the humanities, social sciences, and sciences within and beyond UC San Diego who are working in critical emergent areas of African American and African Diaspora studies; 3) Support and strengthen the African American Studies Minor; at UC San Diego by providing a vibrant intellectual node for scholars, instructors, students, and community members committed to the field, and 4) Foster ongoing connections and collaborations among campus researchers and those individuals and groups working with communities of African descent in the region.

PROJECT: INCREASING THE PARTICIPATION OF WOMEN OF COLOR IN THE PHYSICAL SCIENCES: THE UC SAN DIEGO-MOREHOUSE-SPELMAN PHYSICS BRIDGE PROGRAM

PI: Adam Burgasser, Associate Professor, Physics

The **UC San Diego-Morehouse-Spelman Physics Bridge Program** is a trial expansion of the existing UC San Diego-Morehouse UC-HBCU program in physics to include women students from

Spelman College. The program will build upon existing partnerships and infrastructure to accomplish the goal of increasing recruitment of HBCU students into UC graduate programs, with specific emphasis on creating a new Bachelor's-to-PhD pipeline for African American women in physics at UC San Diego.

PROJECT: COMMUNITY COLLEGE PARTNERSHIP IN BIOENGINEERING

PI: Todd Coleman, Associate Professor, Bioengineering

PI: Michelle Ferrez, Director IDEA Center

The **Community College Partnership in Bioengineering** program partners with a Hispanic Serving Institution and focuses on community college transfer students, many who are first generation to increase the admission of students into the Bioengineering undergraduate and graduate programs. The primary goals are to: (1) Immerse incoming transfer engineering students from MESA College in Bioengineering through graduate/faculty mentorship and experiential learning projects; (2) Increase participation of transfer students in research during their first year at UC San Diego; (3) Use Biomedical Engineering Graduate Students in the teaching of transfer students and provide training in the mentoring of diverse students.

PROJECT: MILITARISM AND MIGRATION RESEARCH CENTER

PI: Wayne Yang, Associate Professor, Ethnic Studies

PI: Yen Espiritu, Professor Ethnic Studies

Militarism and Migration Research Center pilot brings to campus scholars and other professionals to discuss the impact of U.S. militarism on people's lives. The scholarly and co-curricular activities of the pilot will pay special attention to displaced refugees and migrants from Southeast and West Asia, the Pacific Islands, and East Africa—populations that are underrepresented and underserved at UC San Diego, with the goal to initiate and cultivate comparative discussions and projects across groups that have been displaced due to transnational militarism, empire, and war. Feasibility data from the pilot will be used to seek foundation funding that will support an eventual research cluster/center on campus on "Militarisms and Migrations."

PROJECT: GRADUATE STUDENT CLIMATE INTERN (GSCI)

PI: April Bjornson, Assistant Dean Graduate Division

PI: Kim Barrett, Dean Graduate Division

Graduate Student Climate Intern (GSCI) pilot program was created to meet the need for enhanced co-curricular and professional development for URM graduate students. The GSCI develops niche and broad co-curricular programming and events that allow URM graduate students the opportunity to engage with peers from diverse academic and personal backgrounds. The internship aligns with Student Affairs Strategic Planning Goal 3: Community Building, and is designed to connect the dots between multiple diversity efforts across campus and provide programming targeting specific graduate student populations.

PROJECT: EDI EDUCATORS FOR GREEK LIFE

PI: Colin Gerker, Greek Life Coordinator

PI: Emily Marx, Director Center for Student Involvement

This pilot proposes the development of Peer Educators, trained in EDI, for Greek Life. The aim of the program is provide a platform for increased knowledge and understanding of social justice, equity, diversity, and inclusion as they relate to self, Greek Life, campus, and the broader communities. Through quarterly in-chapter trainings, this program will create a space for all Greek students to explore equity, diversity and inclusion in a Greek Life context, identify community-building strategies, and brainstorm ways to operationalize practices that promote community and allyship.

PROJECT: REACH AND BIOCHEMCORE 2015

PI: Olivia Graeve, Professor, Mechanical Areospace Engineering

PI: Rommie Amaro, Associate Professor, Chemistry/Biochemistry

The **REACH and BioChemCore 2015** will focus on increasing the number of URM and women into STEM through multi-disciplinary training and cross discipline (Chemistry and Engineering) experiential learning. The proposed pilot aims to establish strong and long-lasting teaching and learning collaborations between Chemistry and Engineering pipeline programs that are designed to instill multi-disciplinary scientific approaches in a cadre of young female and URM students.

Funded Innovation Grants
2015-2016 AY

PROJECT: ARTS AND HUMANITIES ADVANTAGE OUTREACH

PI: Alma Palazzolo, Assistant Dean of Arts and Humanities

PI: Cynthia Dillon, Director of Communications, Arts, and Humanities

Aimed at increasing the number of Humanities majors at UC San Diego, **Arts and Humanities Advantage (AHa) Outreach Internship Program** recruits students either in the 11th or 12th grade of high school and community college transfer students with a focus on historically underrepresented students who are interested in the arts and humanities. The internship program seeks to provide high school and transfer students who have committed to attending UC San Diego, or who have expressed interest in applying, with information and guidance gained from real-world experience. The AHa internship will help inform students about their course and career options in the arts and humanities, guiding them along a path to a successful undergraduate experience and professional career.

PROJECT: CALIFORNIAN SHAMAN, A STUDY OF THE CHEMISTRY AND CONSERVATION OF NATIVE CALIFORNIAN PLANTS

PI: Dionicio Siegel, Associate Professor, Skaggs School of Pharmacy and Pharmaceutical Services

The **Californian Shaman** seeks to recruit historically underrepresented students into STEM fields by establishing an annual summer program for high school students in which they spend three weeks on the UC San Diego campus learning about basic botany, plant conservation, and several native Californian plants. Key goals of the program include: 1) Greater diversity and careers in science by URM, 2) Increased recruitment and admission to UC San Diego of URM, 3) Fostering on-going connections between individuals and faculty members.

PROJECT: DEPENDENT CARE PROFESSIONAL TRAVEL GRANT PROGRAM

PI: Alexandra C. Bortnick, Alumni Outreach Coordinator - UC San Diego Postdoctoral Association

The **Dependent Care Professional Travel Grant Program** focuses on awarding funds for child or adult care for traveling postdoctoral scholars. In granting these funds, the program aims to increase the amount of career-advancing opportunities taken by postdocs, through the means of alleviating additional costs incurred by child or adult care.

PROJECT: IMPROVING COURSE OUTCOMES USING A STRUCTURED AND ACTIVE LEARNING COURSE INTERVENTION

PI: Richard Armenta, Assistant Adjunct Professor, Department of Family Medicine and Public Health

PI: Nancy Binkin, Professor, Department of Family Medicine and Public Health

PI: Dennis Trinidad, Associate Professor, Department of Family Medicine and Public Health

The **Structured and Active Learning Course Intervention** is a program that is focused on increasing the technology and support structure within the core courses of the undergraduate Public Health major, to increase the success of minority students. The four main goals are: 1) Develop methods to assess disparities in performance among diverse student populations in FPMU 40, a lower division requirement for the Public Health major, and identify possible contributory factors, 2) Work with Teaching + Learning Commons to develop a multi-faceted package for improving the inclusiveness of the classroom for FPMU 40, 3) Test the abilities of these strategies to modify student performance when compared with historical results, and 4) Share lessons learned with other public health courses within the major and with other programs offering introductory STEM courses at UC San Diego.

PROJECT: PROMOTING PUBLIC SERVICE CAREERS

PI: Jennifer Burney, Assistant Professor, School of Global Policy and Strategy (GPS)

PI: Wendy Hunter Barker, Dean for Academic Programs – GPS

Through partnerships with the Public Policy and International Affairs Program (PPIA), the Network of Schools of Public Policy, Affairs, and Administration (NASPAA), local higher education Institutions, and Marshall College the **Promoting Public Service Careers** project proposes to develop, implement, and evaluate a Public Service Weekend to introduce under represented/first generation students to the field of public policy and provide them with the “fundamental understanding of the knowledge necessary for pursuing advanced degrees and careers in public service.” The objectives of the weekend are to: Demonstrate to underrepresented undergraduate students that careers in public service are interesting and achievable; Highlight advanced education as a path towards a public service career and in doing so, increase the visibility of GPS’s new MPP with southern Californian undergraduates; and Institutionalize ties with local community colleges, HSIs and other minority serving institutions and programs, which will benefit the MPP and GPS’s other degree programs.

PROJECT: BRIDGES TO EDUCATION / PUENTES DE EDUCACIÓN

PI: Oscar Vazquez Mena, Assistant Professor, NanoEngineering Department

PI: Sarah Vella, UC San Diego MIA Candidate

The **Bridges to Education** project will form a cluster of high school students whose parents have been deported, supporting them and their parents with information resources, tutoring and mentoring, and academic training to promote their access to UC San Diego. Our plan is to join the educational support of UC San Diego with the humanitarian service of Border Angels to build a bridge between these students and the university. We aim to help these students to enroll into UC San Diego through workshops and academic support, with the aim of transforming their lives through education. Based on our work with these students, we elaborate a report after each year identifying their challenges and proposing strategies that can be implemented into the UC San Diego institutional outreach and equal opportunities efforts. Border Angels already has a group of students that is working with volunteers.

PROJECT: DIVISION OF BIOLOGICAL SCIENCES BIOLOGY M.S. PROGRAM FELLOWSHIPS

PI: Rick Firtel, Associate Dean of Biological Sciences

The goal of the **Division of Biological Sciences Biology M.S. Fellowships** is to make our M.S. program more available for all students, specifically focusing on students that would increase the diversity of our program, and of UC San Diego in general, and would therefore increase the diversity of academics, medical and other professionals, and scientists in our society. The M.S. program has allowed many students to become more competitive for and be accepted to advanced degree programs (e.g. medical school, etc.) where they were not competitive after completion of the normal B.A. degree. We hope this program can become an integral and essential part of the educational opportunities at UC San Diego.

PROJECT: UC-XAVIER SUMMER PILOT PROGRAM

PI: James C. Nieh, Professor of Biological Sciences and Chairman of Ecology, Behavior, and Evolution

The **UC-Xavier Summer Pilot Program** is a partnership between Xavier University of Louisiana (XULA) and UC San Diego focused on attracting exceptional undergraduate students to pursue summer research in the biological sciences. Our goals are to demonstrate our commitment to the UC-Xavier partnership, to show the viability of our Xavier connections, and to help ensure the continuity of our successful UC-Howard program. This proposed partnership is modeled after the successful UC San Diego/Howard University Partnership for Graduate Success, which has helped increase the diversity of our graduate applicant and admissions pools, and was designed following conversations with their leadership. The UC San Diego/XULA Partnership will benefit significantly from synergies with a new academic year exchange program between XULA and UC San Diego's Thurgood-Marshall College (TMC).

PROJECT: RESTORATIVE JUSTICE PROGRAM

PI: Anthony P. Jakubisin, Associate Dean of Student Affairs and Director of Residence Life

Restorative Justice (RJ) is a form of intervention wherein victims and offenders are brought together and a contract is created by all parties to repair harm caused by the offense. This method holds

offenders responsible for their actions, asking them to make a commitment to not re-offend in the future, and focuses on repairing harm experienced by victims and community members through a commitment to fulfill all obligations. RJ looks at offenses not as single events, but as contextual consequences to deeper systemic issues that must be addressed to decrease the likelihood of re-offending. Following the completion of an RJ process, the offender is reintegrated back into the community. The **Restorative Justice Program** proposal seeks to train approximately 30 staff members and student government representatives from across UC San Diego on the RJ process so that the campus may begin to implement it where appropriate.

PROJECT: REFUGEE EDUCATIONAL EMPOWERMENT AND RECREATION PROGRAM

PI: Matthew T. Herbst, Associate Teaching Professor and Director, Making of the Modern World Program

The bi-weekly **Educational Empowerment and Recreation Program** at UC San Diego for refugee high school youth from Africa, the Middle East, and Southeast Asia. The program is an academic manifestation of Eleanor Roosevelt College's and UC San Diego's engagement with and support for San Diego's refugee community. Working collaboratively with the International Rescue Committee's San Diego Office, the program familiarizes refugee students with UC San Diego, its faculty and students, and the university experience, and creates a pathway to college application while fostering greater awareness and inclusion among undergraduate students. This program is run by Eleanor Roosevelt College's Making of the Modern World Program and is delivered through the efforts of undergraduate volunteers and student organizations (No Lost Generation and Refugee Connections), campus departments, and faculty supporters.

PROJECT: PROMOTING LATINO CULTURE

PI: Henri Migala, Director of International House

Through **Promoting Latino Culture**, International House and ResLife (Eleanor Roosevelt College) will work with student leadership at the Raza Living-Learning Community to develop a year-long calendar of programs that bring attention to the rich Latino heritage of San Diego, and through these programs, Chican@/Chicanx and Latin@/Latinx experience at UC San Diego. The year-long calendar of programs will be anchored by one main programmatic activity per quarter. These activities will take interested students off campus to explore and experience, firsthand, some of what makes the Latino community so special in San Diego.

PROJECT: INVESTIGATING BIAS IN CAREER ASSESSMENT TOOLS

PI: Pamela Cosman, Faculty Equity Advisory and Professor of Electrical and Computer Engineering

PI: Olivia Graeve, Director of IDEA Center and Professor of Mechanical and Aerospace Engineering

Career Assessment Tools (CATs) are questionnaires that attempt to ascertain a person's interests and aptitudes, and that suggest possible careers. The **Investigating Bias in Career Assessment Tools** project aims to administer two CATs to 200 engineering students, with both men and women, URM and non-URM students well represented. We will also survey the students about their interest in and satisfaction with engineering. We will analyze the data to find out whether the CATs are recommending engineering equally to women and men, and to URM and non-URM students, after controlling, for example, for satisfaction with the major and performance in the major (e.g., GPA).

Funded Innovation Grants 2018-2019 AY

PROJECT: EARLY CHILDHOOD COLLABORATIVE INITIATIVE FOR SOCIAL JUSTICE

PI: Kathryn Owen, Director, Early Care and Education

The **Early Childhood Initiative for Social Justice** will serve to introduce conversations about and actions against inequity to our youngest students. The ECE at UCSD aims to accomplish this through educational programs aimed at recognizing and combatting biases as they emerge in preschool age children. Release time for professional development training for staff will also add to the enhancement of educational programming.

PROJECT: UNDERSTANDING ACADEMIC AND INCLUSIVE EXCELLENCE FOR AMERICAN INDIANS AT UC SAN DIEGO

PI: Theresa Ambo, Assistant Professor, Education Studies

The objective of the **Understanding Academic and Inclusive Excellence for American Indians at UC San Diego** project is to gain an understanding of Native perspectives and experiences at UC San Diego. Conducting this research will lead to proposed change which, through understanding about AIAN campus communities, will help advance broader campus diversity goals. Understanding and addressing systemic educational inequities will serve to promote greater enrollment, persistence, and degree completion for this population. These goals will be accomplished by conducting a pilot study and analyzing the results.

PROJECT: INVESTIGATING BIAS IN STEM CAREER FACULTY CAREER ADVANCEMENT

PI: Mary Blair-Loy, Professor, Sociology

In order to **Investigate Bias in STEM Faculty Career Advancement**, the team will launch a scientific study into gender disparity in promotions. The aim is to conduct research and develop basic metrics to assess aggregate promotion results moving forward, while identifying any bias (gender or racial/ethnic) that may be present in the promotion processes.

PROJECT: RESEARCH METHODOLOGY TRAINING LAB (RTML)

PI: Charles Lu, Director, Office of Academic Support and Instructional Services (OASIS)

Through the **Research Methodology Training Lab Fellowship**, more students will be able to access important skills trainings, to increase their abilities and confidence in science and scientific methods. Desired performance improvement outcomes include areas such as laboratory skills, using scientific jargon, and interacting with STEM faculty. These will be achieved through hands-on lab experience, faculty mentorship, and biomedical and health sciences research. Students in the program will also have the opportunity to volunteer in a community health clinic for first-hand experience.

PROJECT: JACOBS SCHOOL OF ENGINEERING UNDERGRADUATE RESEARCH PROGRAM

PI: Olivia Graeve, Professor, Mechanical and Aerospace Engineering

The proposed **Jacobs School of Engineering Undergraduate Research Program** seeks to increase representation of and support for low-income and first generation students in engineering. These students face unique challenges to success in academics and advancement to graduate studies. This high-touch program that combines research opportunities with apprenticeship and mentorship, offers the following major components. Research Methods course, Lab placement, lab assistantship, research assistantship, poster presentation, dual mentorship, and regular check-ins. Throughout the pilot, grant funds will be used for poster production, and to pay a stipend to the students for their research contributions.

PROJECT: DIVERSIFYING VOICES FOR STEM

PI: Sherry Seethaler, Director of Education Initiatives, Physical Sciences

PI: Cynthia Dillon, Director of Communications, Physical Sciences

Diversifying Voices for STEM aims to diversify voices among UCSD STEM Faculty, thereby increasing underrepresented minority faculty members' visibility and feelings of confidence and credibility. This will be achieved by partnering with the OpEd project, which advances ideas and impact of underrepresented voices, including women. OpEd will provide a professional development experience which would lead to publication of op ed pieces, diversification of thought on campus committees, and lessons being shared with students and prospective students. These outcomes will benefit campus as a whole, and not only the group participating in the OpEd Project.

PROJECT: WORKSHOP SERIES FOR GRADUATE STUDENTS

PI: Rommie Amaro, Professor, Chemistry and Biochemistry

Co-investigators: Olivia Graeve, Professor, Engineering, and Gentry Patrick, Professor, Neurobiology

The **Workshop Series for Graduate Students** will have as its principal audience, underrepresented minority and women PhD candidates. Through a partnership with STEMing, a consulting firm aimed at improving the graduate student experience, this project aims to address the unique challenges that URM and women graduate students face. A parallel focus will be community building amongst women and URM students. Training on improving soft skills (especially communication), developing of SMART goals, mentor-mentee relationship, and cultivating voice will also be part of the project's scope.

