

TITLE: Building a Pipeline for Diverse Future Faculty in UCR’s College of Engineering

AWARD YEAR: 2024

BUDGET: \$549,785.

INVESTIGATORS:

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ABSTRACT:

The goal of this project is to increase the diversity of the engineering faculty at UCR by building a pipeline of prospective candidates before they formally enter the academic market. This project proposes the following five initiatives: (1) a “Future Faculty” workshop held in advance of the recruiting season to build connections between potential candidates with commitment to diversity and BCOE; (2) hiring around the theme of “Human-centric Engineering” to attract a more diverse pool; (3) enhanced recruitment strategies including a family advocate; (4) a formal mentorship program to build a peer and mentor support community; and (5) a writing support program to help the new hires establish their research careers. The project will support three new recruitments, with matching funds from the College of Engineering to support a fourth. By meaningfully engaging with top candidates early on through a workshop and showcasing BCOE’s strengths, plus attractive support mechanisms, we seek to make UCR more competitive for the most sought-after candidates.