



UIC Pipeline to an Inclusive Faculty Program

Objective: Acknowledging the lack of diversity in faculty around the country, we wanted to build a program at UIC to recruit and support outstanding underrepresented PhD students, who are interested in pursuing careers as faculty members.

Our intent is to support these students with competitive funding packages, skills and professional development opportunities and mentoring in order to ensure their success in graduate school and in their future careers.

Overview of PIF Program as originally conceived:

- **Funding:** Scholars will **receive adequate funding** so that they will be able to concentrate on their scholarship and skills development and progress to degree in a timely fashion.
- **Mentoring:** Scholars will be **paired with both a senior student peer mentor from their program and a faculty mentor** who is outside of their department and who is not their research advisor. They will also be **part of a peer-mentoring network**, including students at all stages of their graduate programs, and participate in research presentation seminars, writing groups and community building events.
- **Grant Writing Experience:** Scholars will **apply for the UIC Chancellor's Award or Provost/Deiss Award research funding and/or external funding by their third year in the program.**
- **Teaching Experience and Training:** Scholars will **serve as teaching assistants** to build their teaching skills. Scholars will also **enroll in at least one semester of an approved teaching course**, and will be encouraged to complete the GC Foundations of College Instruction certificate.

Overview of PIF Program as originally conceived (continued):

- **Mentoring skills:** To **build their mentoring skills**, scholars will serve as “Research Team Leaders” in the Summer Research Opportunities Program (SROP) for one summer, or participate in another mentoring extended mentoring experience.
- **Networking in Field:** Scholars will be **provided with funds to attend discipline specific meetings (or travel for their research)** in order to build a national presence and network for job placement.
- **Professional development:** Scholars will be **expected to fulfill all professional development requirements** in their own department and in addition attend other selected workshops.

UIC Pipeline to an Inclusive Faculty Program-First Cohort

Winners of our STAR Award (now called Graduate Scholars Fellowship) have formed the first cohort.

Students in these PhD programs are participating:

Anthropology

Art History

History

Neuroscience

Philosophy

Sociology

They have agreed to help us get this program going and will be having monthly meetings.

If anyone is interested in being involved and is not already-please let me or Theresa Christenson-Caballero know.