INCLUSIVE Ph.D. TALENT
Launched in 2011, the University of California-Historically Black Colleges and Universities (UC-HBCU) Initiative was established to increase the number of African American/Black students completing Ph.D.s at UC by investing in relationships between UC faculty and HBCUs. The initiative also seeks to support faculty and departmental efforts to improve the environments of academic programs in which all scholars work. The program has raised UC’s profile within the HBCU community and facilitated faculty research collaborations in addition to enrolling, retaining and graduating students. Now in its eleventh year, the UC-HBCU Initiative awards competitive grants to UC faculty members to host HBCU summer research interns, facilitate faculty research collaborations, and support additional educational activities.

IMPACT
The percent of African American/Black students enrolled in UC Ph.D. programs has doubled since the start of the initiative; from 3% in 2011 to 6% in 2021; and the five-year average (2016-2020) for African American/Black enrollment in academic doctoral programs is 4%; up from 2.5% in 2011. In the last five years, applications from HBCU alumni have increased 68%. The yield rate for UC-HBCU alumni consistently exceeds that of African American/Black applicants in general.

INVESTMENTS THAT LEAD TO SUCCESS
Faculty Grants Program: since inception, UC-HBCU has awarded an average of $1.4M annually in UC faculty grants, and, an average of 35% of proposals have been funded. UC HBCU Fellows: since 2013, UC has provided fellowship support in partnership with campuses to enroll former UC-HBCU interns into UC Ph.D. programs; positioning the Initiative for success. As a result, 89 Fellows are currently enrolled, and 19 Ph.D. and 17 master’s students have graduated. Of those 19, seven (37%) secured tenure track positions in the professoriate; four within California institutions (UC, CSU and private), one at an out of state public institution and two at HBCUs. Four (21%) Ph.D. graduates received the UC President’s Postdoctoral Fellowship (PPFP).

ACHIEVING AN INCLUSIVE CALIFORNIA PROFESSORIATE
With additional resources, this program could support a greater number of faculty grants and fellows, thus facilitating increased outcomes and advancing UC’s systemwide goal to diversify California’s professoriate.