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**

Since the start of the initiative, the percent of African American/Black students newly enrolled in UC Ph.D. programs increased from 3% in 2011 to 5% in 2022, with the five-year average (2017-2021) at 4%. In the last five years, applications from HBCU alumni have increased 68%, and 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, 81 Fellows are currently enrolled, and 24 Ph.D. and 19 master’s students have graduated. Of those 24, eight (33%) secured tenure track positions in the professoriate; five within California institutions (UC, CSU and private), one at an out-of-state public institution and two at HBCUs. Three Ph.D. graduates have received the UC President’s Postdoctoral Fellowship (PPFP), and one received the UC Chancellor’s Postdoctoral Fellowship.

**Achieving an inclusive California professoriate**

The UC-HBCU Initiative is part of Growing Our Own, a systemwide priority to advance inclusion in UC graduate programs and diversify California’s professoriate.

**Current UC-HBCU Fellows: 81 students**

UC-HBCU Fellows, by discipline (n=81)

- **STEM**: 64%
- **Social Sciences**: 22%
- **Arts/Humanities**: 10%
- **Education**: 4%

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