

**TITLE:** Advancing Faculty Diversity at the UC Riverside School of Business via Recruiting URM faculty

**YEAR:** 2021-2022 Academic Year

**BUDGET:** \$500,000

**INVESTIGATORS:**

Elaine Wong, Assoc. Professor of Management, co-chair of UCR Chancellor’s Advisory Committee on the Status of Women

Boris Maciejovsky, Assoc. Professor of Management, School of Business Equity Advisor and member of the UCR

Rami Zwick, Assoc. Dean for Graduate Programs, Professor of Marketing

**ABSTRACT:**

This project proposes to build upon successful aspects of previous Advancing Faculty Diversity (AFD) initiatives at UC Riverside and expand them in new directions. First, the project will implement an innovative recruiting method by targeting specific areas of research (in business) that are more likely to attract scholars that advance diversity, equity, and inclusion in their research areas (e.g., research on pay gap and on minority-owned businesses). Second, the project will expand the search for scholars from related fields (e.g., psychology, sociology) that have a more diverse pool of candidates. Third, the project will follow the spirit of Senate Bill 979 that requires publicly held corporations in California to diversify their boards of directors by 2023 by appointing search committees that strive to have 50% of their members being under-represented groups (URG) and underrepresented minority (URM) faculty.<sup>1</sup> Finally, the project will make the new positions attractive by not only providing incentives, but also emphasizing the important opportunities the new hires will have in making a difference in the life of diverse students.