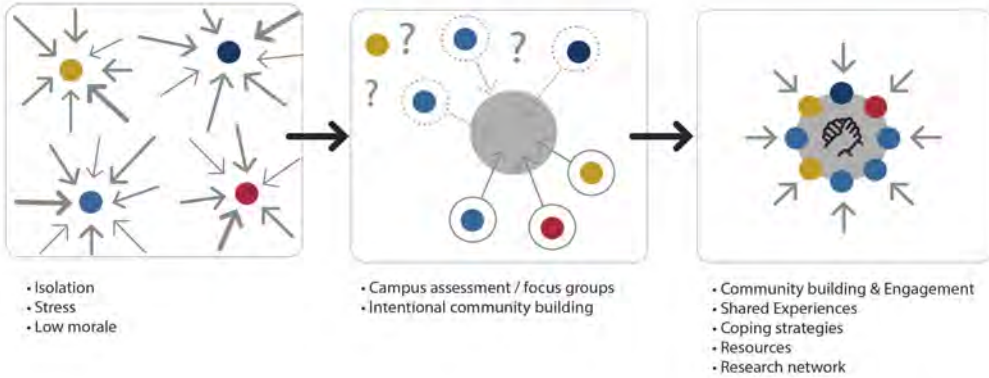


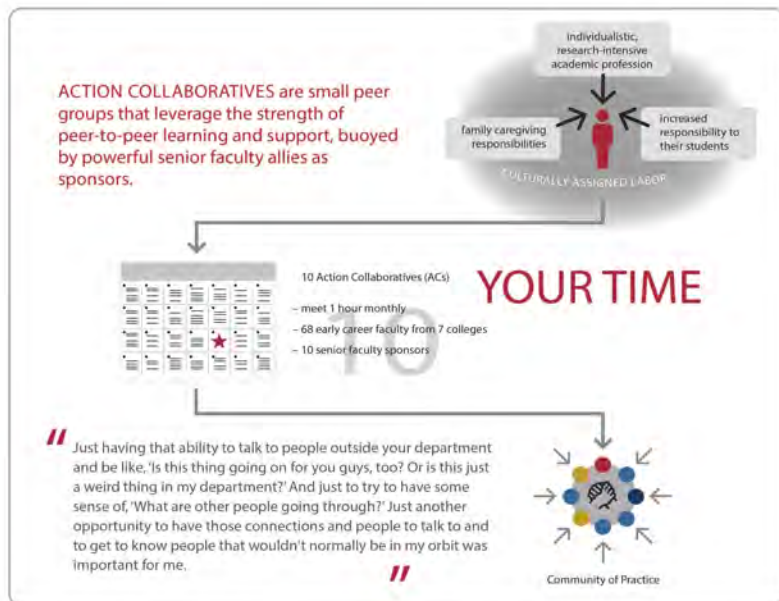
The Multi-Campus Transformation and Equity Network (MCTEN): Year 3 Key Impacts

MCTEN focuses on transformative interventions to create a robust cross-campus network of faculty, establish southern California as a regional center for diversity and excellence in STEM. Adopting small group, network, and community-building approaches, with a specific focus on intersectionality, MCTEN is creating intra- and inter-institutional connections to support sustainable change in academic STEM, advancing research, innovation, and excellence, and better serving the students in the San Diego region who meet the STEM workforce needs of the nation.



MCTEN use Action Collaboratives, intentional networks that help early career faculty reduce stress and isolation, and increase a sense of belonging at their campus.

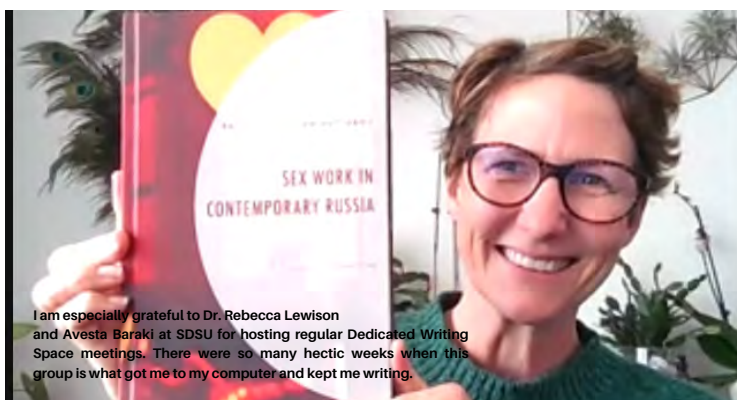
- 88% of SDSU AC respondents indicated that taking part in an AC helped reduce their feelings of isolation.
- 75% of SDSU AC respondents agreed that ACs supported their professional development and professional networks
- UCSD launched 5 ACs (called Jfacs) in Winter 2022.



Other Programming

Workshops for MCTEN community

- SDSU: 5 Things I Wish I Had Known When I was Setting Up My Lab
- SDSU: NSF Broader Impacts: Strategies for Successful Proposals
- SDSU: Sponsorship: best-practices conversations
- UCSD: Program Assessment: Designed and implemented quasi experimental survey tool using validated measures to assess impact of ACs. Results after AY22-23.
- UCSD: Partnering with Center for Faculty Diversity and Inclusion to faculty productivity and promotion to the university-level Committee on Academic Personnel.



Writing Retreats (WRs) were convened in January 2022, June 2022, and January 2023. WRs give faculty dedicated time to work on research and other professional tasks while strengthening community

- 89% respondents felt WRs supported or catalyzed the production of publications, grants, and new collaborative discussions with other MCTEN faculty.
- 96% respondents agreed that WRs enhanced their sense of community with colleagues.
- 89% of June retreat respondents agreed that the WR positively affected their sense of belonging and 78% felt that it expanded their professional network.

"It was helpful (and productive) to write in a space that I enjoyed and that included colleague support. I appreciated that we were not being policed on how much to write or exactly when and where we needed to write."

"I was surprised by how focused and productive I've been"

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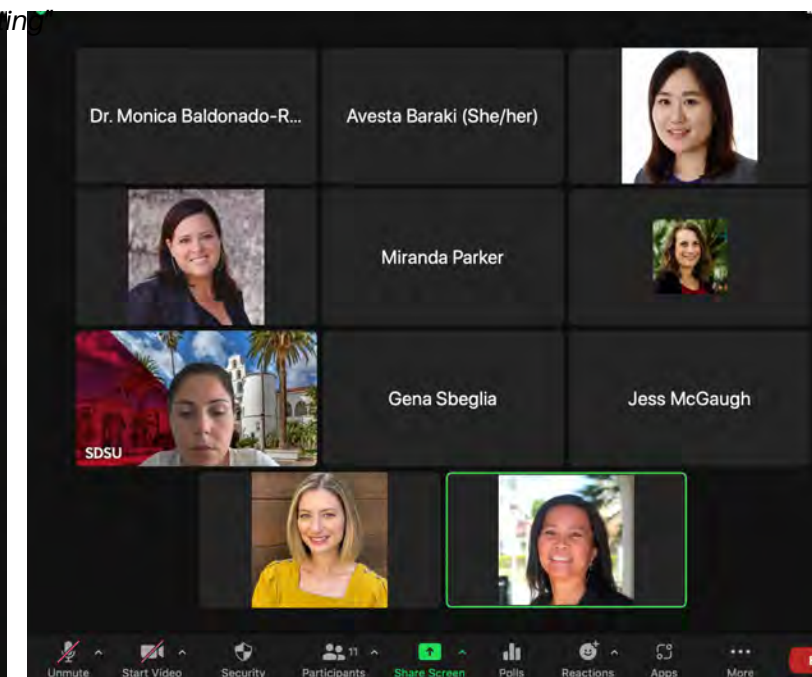
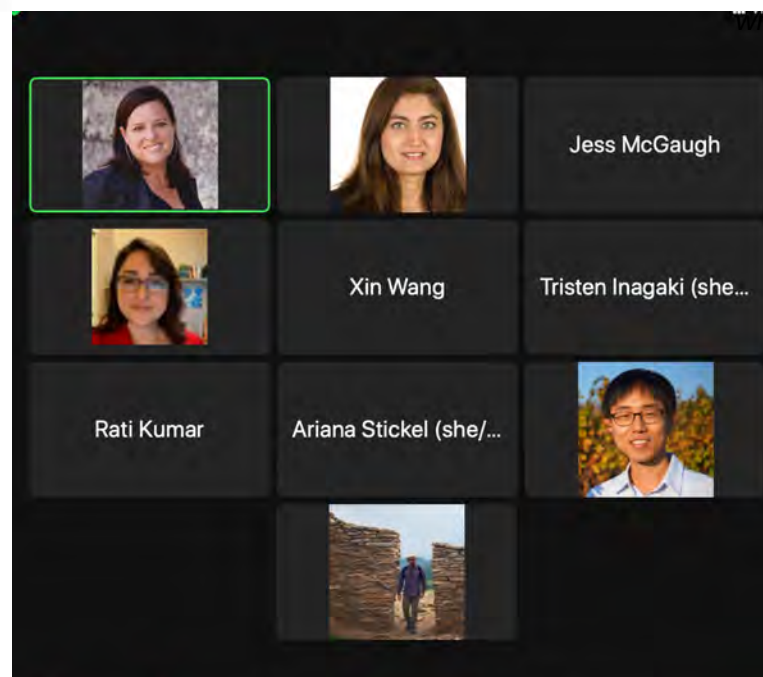
Supporting Policy Shifts

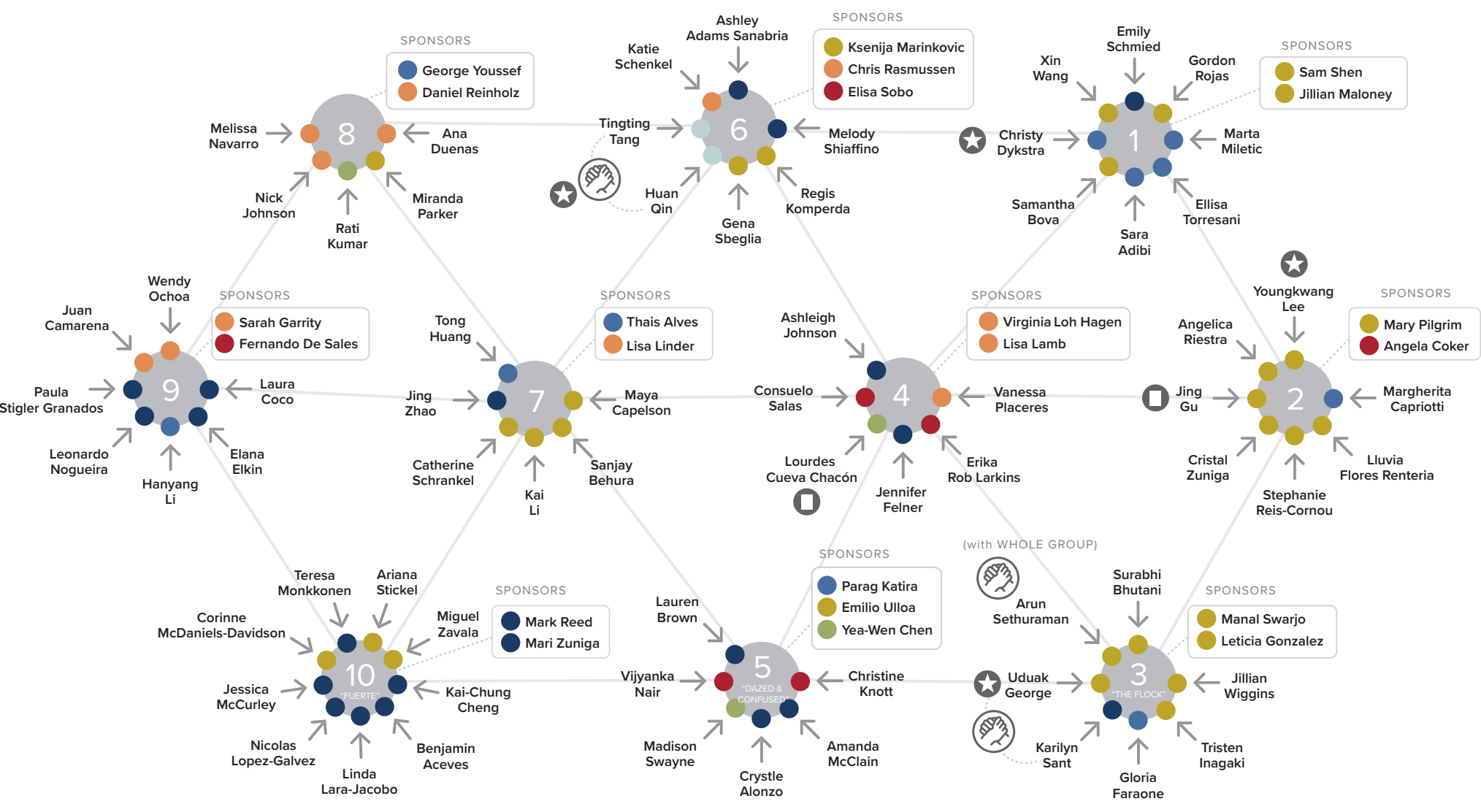
An Anti-Pass-the-Harasser policy was implemented at SDSU modeled after the UC program and developed with collaborations between UCSD and SDSU administrators. Policy which requires that candidates short-listed for tenured faculty positions allow the release of information from their previous institution about misconduct that may have occurred.

Dedicated Writing Space (DWS) are weekly online writing sessions for faculty to join and work together in community.

- DWS participants have reported each semester that this program has been instrumental to supporting research, scholarship, and creative activities: manuscripts, grant proposals, and conference papers.
- DWS participants said they valued the connection to community

"DWS is a great community. It helps me to stay motivated and focused on my writing"





“It’s great to help each other brainstorm ideas to tackle problems that are unique to SDSU, which only your peer faculty members at SDSU would know about/relate to.”

● Engineering	● CAL
● HHS	● Education
● Grant Collaboration	● PSFA
★ Award	● Imperial Valley
□ Publication	● Sciences