Eco-evolutionary dynamics in context

Advancing justice and equity in academia

Ruth Hufbauer (she/her)
Department of Agricultural Biology
Graduate Degree Program in Ecology
How to best manage organisms for conservation, food production, pest reduction?

• Migration
• Evolution matters
How to best manage organisms for conservation, food production, pest reduction?

- Migration
- Evolution matters

![Graph showing population size over location for evolving and non-evolving organisms.](image-url)
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Faculty data by gender and ethnically or racially minoritized status

Pre-proposal to NSF Advance Program

Collaboratively with:
D-L Stewart (School of Ed)
Susana Muñoz (School of Ed)
Sue James (Engineering, Vice Provost)

Ria Vigil (VPD)
Heather Novak (IR)
Time to Promotion: Assistant to Associate

- **Minoritized women**
- **Non-minoritized women**
- **Minoritized men**
- **Non-minoritized men**

<table>
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<th>Field</th>
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<th>Minoritized men</th>
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Need folks to step up

While respecting disciplinary expertise