Luis Leal 100th Birthday Celebration Conference

Chancellor Henry T. Yang hosted a two-day conference in honor of Professor Luis Leal’s 100th birthday on October 1 and 2, 2007. UCSB faculty, students, and staff attended along with members of the community and scholars from other universities. The conference opened with a luncheon at the Faculty Club where keynote speaker Rolando Hinojosa-Smith from the University of Texas, Austin, gave a talk entitled; “A Lifelong Friendship.” The lunch was followed by panel discussions at the McCune Conference Room. These included talks by Professors Mario García, UCSB; Sandra Messinger Cypess, University of Maryland; Manuel Martín-Rodriguez, UC Merced; Seymour Menton, UC Irvine; Francisco Lomeli, UCSB; Miguel Méndez, Professor Emeritus from the University of Arizona; and Hernán Lara Zavala from Mexico City. The evening concluded with a reception and dinner at the Faculty Club.

The conference continued on October 2, with a reception at the MultiCultural Center. Music performed by UCSB’s Mariachi Integral and welcoming remarks were presented by

Chair’s Retreat: Leading Through Diversity Partnership for Faculty Equity and Diversity

From October 10 to 12, 2007, chairs from five of the southern UC campuses attended the Leading Through Diversity: Partnership for Faculty Equity and Diversity chairs’ retreat at the UCLA Lake Arrowhead Conference Center. The retreat was designed to help campuses explore current practices, discuss improvements, and develop an understanding of the chair’s role in advancing faculty equity and diversity specifically in the sciences and engineering. It also was designed to enable department chairs, who play a crucial role in recruiting, advancing, and retaining faculty, to develop tools and learn new practices to bring to their departments.

There were 41 total participants and five PIs from the five southern UC campuses. UC Santa Barbara had a strong overall turnout. The 11 UCSB representatives were: Alcaíno, continued on pg. 15

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Welcome to the Fall Quarter 2007 issue of the Diversity Forum Newsletter published by the Office of the Associate Vice Chancellor for Diversity, Equity, and Academic Policy. This is our third issue and we are very pleased to see the level of activities, grants, awards, and other initiatives taking place at UCSB. The Office of the AVC for Diversity, Equity, and Academic Policy continues to be active in the various areas encompassing diversity issues on campus. Below I offer an overview of the most salient activities undertaken most recently by this Office.

I am pleased to report that significant progress has been achieved in educating the campus on issues of diversity and in sensitizing the faculty regarding the importance of diversity for our campus. This is evident in the recent statistics related to the hiring of women and minorities. The statistics are particularly encouraging since this year 42% of the hires were women: 15 out of a total of 36 faculty members. With respect to minority hiring, 19% of the faculty hired were in this category—actual numbers: 7 out of a total of 36 faculty. The bar graphs below, on this page and the next, provide an excellent overview of our hiring history and current trajectory.

As is evident in these graphs, more work needs to be done in diversifying our faculty workforce. My office is strongly committed to do this through various initiatives we are presently undertaking. The most important is the implementation of the NSF PAID (Partnership for Adaptation, Implementation and Dissemination) three-year grant for $500,000 given to the five southern UC campuses and of which I am a co-principal investigator representing UCSB. The NSF grant is designed to train the leadership of UCI, UCSB, UCR, UCLA, and UCSD regarding diversity issues. The planning for various events with respect to diversity and its importance in acquiring excellence began in the fall of 2006. A symposium, titled Leading Through Diversity: Partnership for Faculty Equity and Diversity, was held at UC Irvine in January 2007. It was designed to target upper-echelon administrators such as deans and vice chancellors. Seven administrators from UCSB attended the symposium.

Thereafter, planning soon began for a Chairs’ Training Retreat at the UCLA Conference Center at Lake Arrowhead which took place October 10-12, 2007. Eight chairs and one vice chair attended this Chairs’ Retreat from UCSB. Both
the symposium and chairs’ retreat were designed to address issues of faculty diversity.

The continued implementation of the President’s Postdoctoral Fellows Program and the Faculty Enrichment Program has been quite successful at UCSB, particularly in the Divisions of Humanities and Social Sciences: twelve President’s Postdoctoral Fellows have been hired out of a total of 55 available UC Systemwide. We have been a model for the other UC campuses, especially for those who have most recently joined the competition for PPFs.

The Diversity Lecture Series sponsored by the Office of Equal Opportunity, the MultiCultural Center, and the Office of the Associate Vice Chancellor for Diversity, Equity, and Academic Policy continue to be very successful.

The Office of the AVC continues to fund campus events related to diversity, sponsored by students and faculty.

Of particular interest this year was planning for the Luis Leal 100th Year Birthday Celebration. The celebration took place on October 1-2, 2007, and was very successful, with faculty attending from across the nation. A great amount of positive publicity was garnered for UCSB, and this positive publicity translates into outreach efforts both for prospective faculty we might wish to recruit nationwide and for students in the Santa Barbara area. The Organizing Committee thanks Melanie Hoven and Gretchen Falvo for their help in this endeavor.

The Office of the AVC also hosted three visitors from the Office of the President—Associate President Linda Williams, Presidential Staff Fellow Amy Levine, and Director of Faculty Equity Programs Sheila O’Rourke—who offered a “UC Women’s Forum on Faculty and Staff Career Advancement.” The forum was designed to encourage a discussion regarding issues related to women and their career advancement on our UC campuses.

I am particularly pleased to inform you that UCSB received a National Diversity Award for our efforts and commitment at promoting diversity on our campus. Andrea Mickle, President of Minority Access, Inc., presented the formal award to Professor Stephen DeCanio, Director of our UCSB Washington, DC Program, at the Minority Access 8th National Role Model Conference, held in Alexandria, Virginia, on September 13-16, 2007 (story on page 10).

I am also delighted to welcome Mr. Ricardo Alcaíno to our UCSB campus. Mr. Alcaíno is the new Director of the Office of Equal Opportunity (story on page 6). Our two offices work together to promote diversity on campus, and I am looking forward to working with him.

I thank the UCSB campus community for their support, commitment, and dedication to diversifying our university.

http://www.diversity.ap.ucsb.edu/
Last spring, I reported in the Diversity Forum that I had been asked by Gerald Parsky, then the chair of the UC Board of Regents, and President Robert C. Dynes in the fall of 2006 to serve on a Study Group on University Diversity. The formation of this Study Group was in response to Regents María Ledesma’s and Fred Ruiz’s request to the Regents “that the University undertake a holistic study of the long-term impact of Proposition 209 on the University’s ability to serve the state and fulfill its mission as the leading public university in one of nation’s most diverse states.”

Our Study Group was chaired by Regent Gerald L. Parsky and co-chaired by Provost and Executive Vice President Rory Hume. The Study Group divided itself into four teams and each team was in charge of one of the following areas: graduate student diversity, graduate and professional school diversity (which also addressed postdoctoral researchers), faculty diversity, and campus climate.

I am pleased to inform the UCSB campus community that the Study Group has issued a report titled: “Study Group on University Diversity: Overview Report to the Regents.” Three central themes were identified:

- The fundamental importance of diversity to UC’s mission and service to the state of California
- The need for change
- The value of clear and consistent data

After undertaking an in-depth analysis of these three themes, three major recommendations surfaced:

**Recommendation #1:**
The Regents of the University of California should adopt as Regents Policy the University of California Diversity Statement adopted by the Assembly of the Academic Senate in May 2006 and endorsed by the President in June 2006.

**Recommendation #2:**
The Regents of the University of California should affirm the finding of the Study Group on University Diversity that change is needed to achieve a level of diversity among students, faculty, and staff appropriate to our mission, as well as a climate on each of our campuses that is open and inclusive of individuals from all backgrounds. The reports of the Study Group’s work teams provide direction for this change.

**Recommendation #3:**
The Regents of the University of California should require the President of the University, as a fundamental component of his or her responsibilities, to report annually to The Regents on the status of diversity at the University. This report should include consistent and clear metrics of diversity among students, faculty, and staff. It should identify trends, including areas of progress or concern; allow for meaningful comparisons among campuses and, where appropriate, among academic fields; and include appropriate contextual data that illuminate University performance (for example, demographic trends among California public high school graduates provide context for trends in the enrollment of new undergraduates). In addition, while issues of campus climate are not easily tracked using statistical data, the report should address climate issues each year—for example, by reporting the results of new surveys or qualitative research performed for the system as a whole or for individual campuses.

The recommendations of the four teams will be published in the near future, and I look forward to keeping you informed about these important findings.

http://www.chancellor.ucsb.edu/
Gene Lucas, Executive Vice Chancellor

OK, I’ll date myself by quoting the great comedian Milton Berle: “I’d rather be a could-be if I cannot be an are; because a could-be is a maybe who is reaching for a star.” I like this because it is about setting a goal and trying to achieve it, even though the goal is set high and the road to get there is difficult. It’s about persistence in reaching for it.

We’ve set a goal for ourselves in our Strategic Academic Plan: “a student body that reflects the diversity of our society and a faculty that reflects the diversity of our student body.” It’s a good goal, but it’s one that won’t be easy to reach. It will require persistence and hard work.

It requires outreach and academic preparation programs to engage and enable students endowed with the intellect but not yet the opportunity to enter higher education. Once admitted, it requires assistance and attention to ensure their success in achieving a degree. It requires encouragement and recruitment of an increasingly diverse population of these students into graduate programs, and providing the resources and support for them to succeed. It requires intentionality in the search and recruitment of the underrepresented into our faculty. And it requires work on creating a campus climate that encourages rather than discourages all of our faculty, staff, and students.

We are engaged in these activities at all levels, and there are signs that we are making progress, albeit slowly. We’re still at the “could-be” stage, but we are reaching for the stars.

http://www.evc.ucsb.edu/

UCOP’s Women’s Forum on Staff and Faculty Career Advancement

Associate President Linda Williams, Presidential Staff Fellow Amy Levine, and Director of Faculty Equity Programs Sheila O’Rourke moderated a “University of California Women’s Forum on Staff and Faculty Career Advancement” at UCSB on Friday, October 19, 2007, in the McCune Conference Room.

Their visit is part of a series of forums sponsored by the UC, Office of the President that have taken place and are still taking place at all UC campuses and the national laboratories. These visits are part of a systemwide Creating Change Initiative geared toward UC women to develop a strategic platform to focus on addressing their career advancement within the University of California.

The event at UCSB included two separate forums, one for staff and one for faculty. The discussion included: the best practices in place on our campus, suggestions of new practices, strategies for future changes, and ideas of ways in which UCOP can help to implement these changes.

UCSB had a strong turnout with over 100 staff participants and over 40 faculty members in attendance. The representatives from UCOP expect to develop systemwide programs designed to help women advance in their careers based on the information they gathered from these forums. We will have more of these findings available once they complete their visits.
Chancellor Henry T. Yang. The reception was followed by a panel discussion and book presentations by UCSB Professors Denise Segura, Francisco Lomelí, Sara Poot Herrera, and Víctor Fuentes.

Professor Luis Leal is an internationally recognized scholar of Mexican, Chicano, and Latin American literature who has published more than 45 books and more than 400 articles. He received his Ph.D. from the University of Chicago in 1950 and taught from 1959 to 1976 at the University of Illinois, Urbana. He was hired, in 1976, as a Visiting Professor at the University of California, Santa Barbara, where he taught until 2004.

Professor Leal, a World War II veteran, has received numerous accolades including the highest honors bestowed by two nations for scholars: the Medal of the Aguila Azteca from the Mexican Government in 1991 and the National Humanities Medal from President Clinton in 1997.

Other exceptional honors include: Member of the Academia Norteamericana de la Lengua Española and Corresponding Member of the Academia Española; Doctorate Honoris Causa from the University of Illinois, Urbana, 2000; Scholar of the Year, National Association of Chicana and Chicano Studies, 1988; and among 100 Most Influential Latinos in Hispanic Business Magazine, 2003.

In 1995, UCSB established the Luis Leal Endowed Chair, which he held until 1997, and in 2003 the Santa Barbara Book & Author Festival created the Luis Leal Award for Distinction in Chicano/Latino Literature.

“Professor Leal is a national treasure, one who inspires us all,” said Chancellor Henry Yang. “At this century mark in his life, as we take stock of the enormity of his unceasing contribution to literature, culture, and education, we also stand in awe of his humility, his kindness, and his generosity of spirit.”

“In addition to his prolific and life-long scholarly achievements, he has served as a caring mentor and role model to generations of students and faculty colleagues alike,” Yang continued “His intellect and humanity have won the respect not only of scholars in his own field, but of people from all disciplines and all walks of life. We at UC Santa Barbara are honored and proud to have Don Luis as a ‘sabio maestro’ (wise elder) of our campus community.”
The award acknowledges her pioneering research in stratification and mobility among Chicanas/os and Latinas/os in the U.S. Her work on Chicanas and Mexican immigrant women workers has been widely published and her early theorizing on ‘triple oppression’ among Chicanas is widely cited. In addition, her analysis of “subjective mobility” among Chicana and Mexican immigrant workers offers insight into the mechanisms that maintain labor market inequality. Professor Segura has also published a number of original articles on Chicana feminisms in the borderlands.

Most recently, she has co-authored an anthology with Professor Patricia Zavella, Women and Migration in the U.S.-Mexico Borderlands: A Reader, published by Duke University Press, 2007. Professor Segura’s grantsmanship was also cited at the award ceremony- in particular, her leadership as co-PI (with Richard Durán and J. Manuel Casas) of the $1.5 million grant from the W.K.K. Kellogg Foundation, “ENLACE y Avance: Students and Families Empowered for Success,” which identified a number of best practices to strengthen the pipeline for Latina/o education. One of the strongest areas that Professor Segura has demonstrated leadership in is her mentorship of historically underrepresented undergraduates and graduate students at the university. Currently she chairs the M.A. or Ph.D committees of 10 Chicano/Latino graduate students and has mentored over 90 undergraduates through the ENLACE program. In addition, she has an impressive service, record being the first scholar of color to chair the Sex and Gender section of the American Sociological Association, which is one of the three largest of the organization. Locally she serves on an average of 10-13 committees per year, including serving as the first chair of the Academic Senate’s Undergraduate Council and the systemwide Academic Council. These contributions to the profession complement her original research and dedicated mentoring that earned her the recognition of her colleagues nationwide.

Congratulations Dean Morrison!

We are happy to announce that Gale Morrison has been officially appointed Dean of the Graduate Division. The UC Regents approved her position as Dean effective July 1, 2007. We featured her in the Spring ‘07 issue of Diversity Forum.
UCSB Receives Commitment to Diversity Award

UC Santa Barbara was presented with an award for its commitment to diversity at the Minority Access 8th National Role Model Conference luncheon in Arlington, Virginia, on September 14, 2007. In order to highlight our University’s diversity initiatives, an overview of UCSB’s programs and activities were included in a “Best Practices Guide” that was distributed to the conferees by Minority Access, Inc. Professor Stephen DeCanio, Director of the UCSB Washington, DC, Program, accepted the award on behalf of UCSB. He was accompanied by Esther Williams and Melody Johnson, also affiliated with the UC Washington Center, UCSB Program.

The conference was created out of a partnership between Minority Access, Inc. and the U.S. Department of Health and Human Services, and is supported by the National Institutes of Health, as an opportunity to focus the national spotlight on institutions and individuals who have excelled in producing and supporting minority researchers and their research efforts. It unites representatives from major research universities, community colleges, Hispanic-serving institutions, historically black colleges and universities, and Tribal colleges and high schools from across the nation to address illnesses and health risks that disproportionately afflict minorities. www.minorityaccess.org/index.htm

Pat Sheppard, Director of Academic Personnel

Pat Sheppard received her B.A. degree from Whittier College and went into the Peace Corps in the Philippines immediately following her graduation.

Ms. Sheppard’s career at UCSB began in the Graduate Division in July 1981. While employed there, Pat took advantage of the Reduced Fee Enrollment Program available to all UC career employees, earning a Masters Degree in History from UCSB in 1987. She served as the Director of Graduate Student Financial Support in the Graduate Division until 1991, when she moved to Academic Personnel as the Director.

Pat has seen many changes in her 26 years at UCSB, and has found it particularly rewarding to witness the rising prominence and stature of UCSB’s faculty.
The Department of Black Studies is pleased to announce the appointment of two new outstanding scholars, Professor Jeffrey Stewart and Professor Stephanie Batiste. Professor Jeffrey Stewart will become the next chair of Black Studies, effective January 1, 2008. Professor Batiste has a joint appointment with the Department of Black Studies and the Department of English. Both professors will begin teaching in 2008.

Formerly Director of the African American Studies Program and Professor of History at George Mason University, Professor Stewart has an M.A./M. Phil (1974) and a Ph.D. in American Studies from Yale University. Prof. Stewart is the author of numerous books, essays, and articles in African American intellectual history, many on the Harlem Renaissance. He has received prestigious post-doctoral and residential fellowships from the Smithsonian National Institute, the National Humanities Center, Research Triangle Park, the Woodrow Wilson Institute (1992-93), the Schomburg Center for Research in Black Culture, Fulbright Lecturer at the University of Rome and a fellowship from the W.E.B. Du Bois Institute at Harvard University.

Prof. Stewart brings a unique set of interdisciplinary skills to the field of Black Studies, combining history, American studies, art history, intellectual history, literature, philosophy, social thought, politics, race relations, gender, sexuality, and popular culture. Another exciting characteristic of his research is his successful effort to bring important figures in Black History such as Alain Locke, Paul Robeson, and Winold Reiss back into the scholarly and public eye. In addition to joining our faculty, Stewart will also take on the helm of Black Studies at UCSB and will bring great distinction and visibility to the department.

Prof. Batiste has an M. Phil (1999) and a Ph.D. (2003) in American Studies from George Washington University. Prof. Batiste investigates relationships between representation, performance, identity, race, and power, and she specializes in African American and 20th century American literature and culture. Her research and teaching focus on the ways in which cultural texts (literature, theater, performance, film, art, bodies) operate as imaginative systems and are themselves performative aspects of identity, cultural values, human interactions, and justice. Her book project, Darkening Mirrors: Imperial Representation in Depression Era African American Performance, examines the complicated ways African Americans participated in American ideologies of cultural imperialism and is slated for publication by Duke University Press in 2008.

Prof. Batiste is also drawn to performance and this is reflected in both her scholarship and practice. She writes, performs in, and occasionally directs dramatic works. She has developed a performance piece called Stacks of Obits that addresses themes of family, love, loss, and home through a consideration of gun violence and street murder in Los Angeles. Prof. Batiste has performed in community theater and professional theaters, and participated in special programs at both. In 2007, at Pittsburgh’s African American Council for the Arts’ annual Onyx Awards, she won the People’s Choice Award for Best Actress and the Onyx Award for Best Supporting Actress for her role in the Kuntu Repertory Theater’s production of Relativity.

Prof. Batiste is currently the Vice President for Development and Outreach for the Women and Theater Program of the Association for Theater in Higher Education. She has presented papers at national meetings of the American Studies Association, the Modern Language Association, the Association for Theater in Higher Education, the Society for Multi-Ethnic Studies: Europe and the Americas, and several other universities and national organizations. http://www.blackstudies.ucsb.edu/
Welcome

Mary York, Graduate Diversity Coordinator

We welcome Mary York as the new Graduate Diversity Coordinator for the UC Diversity Initiative for Graduate Students in the Social Sciences (DIGSSS) Alliance on the UC Santa Barbara campus. Mary graduated from UCSB with her bachelor’s Degree in Sociology and a minor in Black Studies and then went on to earn her master’s degree in Education; Student Affairs Emphasis from Indiana University Bloomington.

The UC DIGSSS Alliance is a partnership of the UC Berkeley, UC Santa Barbara, and UCLA campuses, and is funded by the National Science Foundation. Its mission is to increase the enrollment of underrepresented PhD candidates in the Social Sciences. Mary has spent several years working on different colleges and university campuses across the country to support institutionalized efforts to increase enrollments and foster the persistence of underrepresented students.

Over the next year, Mary will be developing a Summer Research Program for DIGSSS scholars. The Summer Research program is designed to assist first-and second-year doctoral candidates with advancing their research interest and preparing for their dissertation. We are pleased to extend a warm “welcome home” to Mary York.

Ronald E. McNair
Post-Baccalaureate Achievement Program

We are very pleased to announce that the UCSB campus was awarded funds in support of a Ronald E. McNair Post-Baccalaureate Achievement Program. Social Sciences Dean Melvin Oliver and Associate Dean Beth Schneider sought support from the Department of Education for this wonderful national program that has been in existence nationally since 1986. It is named in honor of Dr. Ronald E. McNair, an African-American Ph.D. in Physics. He was selected as an astronaut, and was serving as the mission specialist aboard the Challenger flight when it exploded in 1986. The McNair Scholars Program prepares undergraduate participants in all majors for doctoral studies through involvement in research and other scholarly activities. Participants are students from disadvantaged backgrounds who have demonstrated strong academic potential. The goal is to increase the attainment of Ph.D. degrees by students who are low income and first-generation college students or members of a racial or ethnic group underrepresented in graduate education.

Associate Dean Schneider will serve as the Project Director. She plans to have the staff on board, the office furnished, and the first cohort of students involved in the program by late Spring 2008. Details on the application process for undergraduates as well as on how faculty from all disciplines can become mentors will be available toward the end of the Fall Quarter.

Welcome: 2007-08 New Department Chairs

Chicana and Chicano Studies: Juan-Vicente Palerm, Acting Chair
Computer Sciences: Amr El-Abbadi, Chair
Ecology, Evolution, and Marine Biology: Robert Warner, Chair
History: Ken Mouré, Chair
Mathematics: Jeffrey Stopple, Chair
Mechanical Engineering: George Homsy, Chair
Music: Paul Berkowitz, Chair
Spanish and Portuguese: Francisco Lomelí, Chair
Women’s Studies Program: Eileen Boris, Chair
Professor George Singer Awarded Grant for the Gevirtz School

by George Yatchisin

UC Santa Barbara’s Gevirtz School was awarded $200,000 a year for four years, from the Office of Special Education Programs (OSEP) at the US Department of Education. Dr. George Singer, a professor at the Gevirtz School in the Department of Education’s Special Education, Risk and Disability emphasis, submitted the grant proposal in hopes of funding programs that will prepare new teachers to work with students with moderate or severe disabilities.

The primary focus of the proposal is to use funds for recruitment and retention of students pursuing credentials in special education. There is a large shortage of teachers for children with disabilities in California, and fully credentialed and well-trained special educators are in high demand. The grant intends to pay tuition and fees for 40 new special education teachers over the next four years, primarily to members of underrepresented groups in the profession. This includes Latino, African American, Native American, and Asian American individuals as well as individuals with disabilities who want to become teachers.

Strong recruitment efforts for minority students will take place during the next three years. As part of the grant, faculty and students will recruit students from undergraduate programs at the UC and CSU campuses, and research will be conducted on the effectiveness of the School’s training methods for preparing new teachers to work with students with moderate or severe disabilities.

“It is gratifying to see our program recognized in this way and I’m pleased to be able to help the students out as most of them go into debt to enter a profession that is not high paying,” said Dr. Singer upon learning about the grant.

The OSEP grant is a discretionary award, which provides funds based on a competitive process and formal review of the applicant’s proposal. Based on the review process, the department determines which applications best address the program requirements and are most worthy of funding. The competition is for colleges and universities that have been designated as minority serving institutions by the US Department of Education. This designation requires that 25% or more of the students are from minority populations in the US. UC Santa Barbara’s Gevirtz School exceeds this percentage of students of color.

Women and Migration in the U.S.-Mexico Borderlands: A Reader

by Denise A. Segura and Patricia Zavella

Women’s migration within Mexico and from Mexico to the United States is increasing rapidly. This development gives rise to new social negotiations which have not been well examined in migration studies until now. This interdisciplinary anthology vividly illustrates how economically and politically displaced migrant women assert agency in everyday life. Scholars across diverse disciplines interrogate the socioeconomic and ideological forces that propel Mexican women into the migrant stream borderlands where they construct a new diasporic subjectivity that is often oppositional and transformative in relation to migration, settlement, and work. How women negotiate space in social reproduction or cultural expressions in communities caught between globalization and structural violence on both sides of the border is a unifying theme throughout this volume. Within these structural and socially violent discourses, Mexican women enact the full range of human agency and challenge narrow notions of citizenship and community in the borderlands.
Departments, Programs, and Diversity

Nicolasa Sandoval, Gevirtz School
First Chumash to receive a Ph.D. from UC Santa Barbara

Nicolasa Sandoval, who will receive her Ph.D. in Education from UCSB in June 2008, is the first Chumash to receive a doctorate from UCSB. Her thesis, “Bridging Generations: American Indian Family Perceptions of Home School Partnerships,” investigates and documents the perceptions of parents and families of Chumash elementary and secondary school students in local and regional schools. Her thesis advisor was Dr. Julian Weissglass of the Department of Education.

Before coming to UCSB, Ms. Sandoval worked for seven years at the Smithsonian’s National Museum of the American Indian (NMAI) in Washington DC as Assistant Director for Community Services. She conceptualized, delivered, and evaluated outreach products and services targeting Native American communities in the Western Hemisphere.

Sandoval currently serves on the Board of Directors for the Santa Barbara Museum of Natural History and the California Indian Museum and Cultural Center. From the Chumash community located on the Santa Ynez Indian Reservation in California, Sandoval has dedicated her personal and professional life to increasing community access to artistic, cultural, and educational resources. She serves nonprofit organizations throughout the central coast in her work with the Nonprofit Support Center.

Women in Computer Science

During the past two years, the Department of Computer Science embarked on a number of activities with the goal of improving the diversity of their undergraduate and graduate student populations. These activities are broad and far-reaching, and include the establishment of an Outreach and Diversity Committee; the initiation of outreach activities with Cal Poly SLO, SBCC, and local high schools; the development of an outreach course where students leverage their computer skills to help local non-profits; and the re-design of the Department’s BA program to include emphases in biology, economics, and geography.

The BA program emphases focus on computing as a way to impact diverse areas, such as biology, economics, and geography. The course requirements for this degree program cross traditional boundaries and multiple departments at UCSB to ensure a mix of classes that keep students interested, excited, and challenged, and that teach students the teamwork, collaboration, and the interdisciplinary skills that modern careers require.

Fluency in the language of multiple disciplines will help students build the collaborative, social, and technical skills that today’s employers demand.

One of the most notable outcomes of the outreach and diversity work done by the Department of Computer Science is the composition of their incoming class of Ph.D. students. Nationwide, computer science departments suffer from low percentages of female students – typically less than 30% of bachelors degrees and 20% of Ph.D. degrees in computer science are awarded to female students. The UCSB Computer Science Department is proud to say that of 18 new Ph.D. students in Fall 2007, 10 of them are women (55%). This brings the total percentage of female graduate students (M.S. and Ph.D.) in the department to 22%. To ensure the retention of these students, the Department has launched a Women in Computer Science (WICS) group, which will support and empower its female students through social, mentoring, and outreach activities.

http://www.cs.ucsb.edu/~lyouseff/WiCS
National data suggest that low-SES (socio-economic status) children of Latino descent receive a later diagnosis of autism than the national average. Therefore, First S.T.E.P. (Screening Training Education Project) has received a one-year grant to target Latino children within Santa Barbara County to address this problem. First S.T.E.P., which is located at the Koegel Autism Center in the Gevirtz Graduate School of Education, screens children, ages zero to five, to identify those at risk for Autism Spectrum Disorder (ASD) and other developmental disorders. Services include free developmental screenings, family support, referrals, and follow-up consultations. In addition, the project includes outreach to community members to increase awareness of autism and training for pediatricians and early childhood providers on the early warning signs of autism. The end goal of First S.T.E.P. is to target the early identification of children with autism.

The epidemic rates of children being diagnosed with autism have continued for many years now. Currently the Center for Disease Control and Prevention estimates that approximately 1 in 150 children are affected in the United States today (2007). Recent screening and diagnostic studies show that professionals can identify children with ASD as early as 24 months (Charman & Baird, 2002). This is important as research documents that early intervention results in a much improved prognosis for these children (Corsello, 2005). Despite the importance of early diagnosis and intervention, children with autism are typically not diagnosed until they are between 3-5 years of age (Wiggins et al., 2006), thereby delaying intervention services. Unfortunately, children of Latino descent fare even worse than the national average. Specifically, low-SES Latino children are not diagnosed until, on average, the age of 7.4 years (Mandell, et al., 2002).

Locally, 54.8% of families in Santa Barbara County are Spanish-speaking (Census 2000, U.S. Census Bureau, as cited in First 5 Santa Barbara County 2006-2011 Strategic Plan). Forty-eight percent of the children First S.T.E.P. screened in the last fiscal year were from Spanish-speaking families. Some of these families have difficulty accessing services due to cultural and language barriers. First S.T.E.P. has been successful at serving families from various backgrounds; however, due to limited resources, they have encountered obstacles when serving Latino families whose primary language is Spanish. In order to better serve these families, First S.T.E.P. applied for an emerging needs grant from First 5 to expand their current services.

Goals for the project include:

- increase the number of Spanish-speaking children that are screened for developmental disabilities
- increase the awareness of developmental disabilities and autism in the Spanish-speaking community
- provide support to the Spanish-speaking community through facilitated referral and short-term case management

www.education.ucsb.edu/autism/firststep.html
The Office of the Ombuds is a confidential, impartial, informal, and independent resource for conflict management that serves all members of the UCSB community, including faculty, staff, and students. They are committed to providing a place for individuals to express and identify concerns, develop resolution options, get information, manage conflict, and learn more productive ways of communicating in a context of confidentiality and safety.

Ombuds is impartial and independently advocates for just processes and fair personal dealings. They are equally available to all genders, races, ethnicities, abilities, sexual orientations, ages, etc., and see as part of their mission the mitigation of any barriers that impede an individual’s success in work or academics. They listen, explore options, make referrals, help start (or restart) conversations, and take part in shuttle diplomacy – all with the aim of helping people arrive at a just and mutually acceptable resolution of conflicts or problems. Ombuds is also available to anyone who wants to brainstorm or think out loud about problems or upcoming decisions.

Ombuds envisions UCSB as a campus where:

- Civility is the norm
- The environment reflects values of integrity and honesty
- People treat one another with respect
- People take positive action to treat each other as valuable human beings
- People extend a hand to help each other after making mistakes

The Ombuds office encourages people to work on ways to prevent and manage conflict as well as to resolve conflict. Sometimes people need a place to think out loud as they consider options before making decisions; the Office of the Ombuds is that place. As Bill Forgie, the Faculty Ombuds, states, “we are voracious listeners.”

http://www.ombuds.ucsb.edu/
Earlier this year, the Office of Academic Preparation and Equal Opportunity (APEO) was reorganized and its functions split into two separate offices. The Office of Equal Opportunity (OEO) was born out of this reorganization.

The primary focus of the OEO is to aid the University with the recruitment and retention of qualified faculty and staff from populations that remain underutilized in relation to their available gender and racial labor pools. This is one of the primary functions of the University’s Affirmative Action Plan. Additionally, the OEO is responsible for ensuring compliance with University of California policies against workplace discrimination and harassment of protected categories, which includes interfacing with federal and state enforcement agencies, and ensuring affirmative action policies and practices are applied.

The OEO staff will aid the University by collecting and providing accurate and meaningful workforce and labor pool composition data to enable faculty and staff to develop and administer appropriate and effective outreach and recruitment plans. Aside from the quantitative data collection, the OEO can assist faculty and staff by utilizing qualitative methods to identify and assess areas of the campus that may, despite our best efforts, remain underutilized relative to their available labor pools.

The OEO consists of two former APEO employees, Amy Omoregie and Shubra Agrawal, and two Work Study Students, Helen Lay and Christina Alvarez. Additionally, the OEO has a new Director, Ricardo A. Alcaíno (please see bio, p. 6), who was hired on September 17, 2007. The office also moved, and is now located in Phelps Hall at 3217A, and the main number has changed to x2701.

Over the next few months Mr. Alcaíno intends to meet with Deans, Chairs, Directors, faculty, and staff involved with the recruitment and selection of new faculty and staff, to discuss areas of concern and to identify barriers that may exist in the recruitment process or in the job design. Mr. Alcaíno would also like to meet the campus community and establish how the OEO may provide better service to the campus.

**Leading Through Diversity—continued from page 1**

Ricardo Alcaíno, Director of Equal Opportunity; Eileen Boris, Chair of Women’s Studies Program; Oliver Chadwick, Chair of Geography; Jeff Dozier, Professor and Chair of Bren Personnel Committee; Peter Kuhn, Chair of Economics; Mark Srednicki, Chair of Physics; Michael Stohl, Chair of Communication; Alec Wodtke, Chair of Chemistry and Biochemistry; John Woolley, Chair of Political Science; Andy Wyss, Vice-Chair of Earth Science; and Maria Herrera-Sobek, Associate Vice Chancellor for Diversity, Equity, and Academic Policy and a co-Principal Investigator of the sponsored NSF grant.

The Chairs’ Retreat featured six speakers, including: UCLA Chancellor Gene Block; Dr. Alice Hogan, founding program director for NSF ADVANCE; Sheila O’Rourke, Director of Academic Advancement, University of California Office of the President; and Dr. Brian Nosek, Assistant Professor of Psychology, University of Virginia.

This retreat was one of the leadership seminars funded by a three-year NSF grant, *PAID-Partnership for Adaptation, Implementation, and Dissemination: Partnership for Faculty Equity and Diversity*. It was awarded to UC Irvine and the co-principal investigators at UC Los Angeles, UC Riverside, UC San Diego, and UC Santa Barbara. This NSF grant builds on the experience of UCI’s NSF ADVANCE, Institutional Transformation Program for gender equity, now in its seventh year. The goals and outcomes of this year’s retreat will carry over next year with a new group of chairs.
The MultiCultural Center

The UCSB MultiCultural Center was founded in 1987. The current Director is Zaveeni Khan-Marcus. The Center’s main goals are to facilitate the retention and recruitment of students of color; combat institutional racism, sexism, and ethnocentrism; increase communication among people of different cultures; and promote changes in attitudes and behaviors throughout the campus community.

In order to achieve these goals, the Center presents over 90 events each year that help increase cultural awareness and understanding. These events include lectures, film screenings, panel discussions, readings, art exhibitions, music, dance, and dramatic performances.

Over eighty student organizations are affiliated with the MultiCultural Center. All of the MCC facilities, including the theater, lounge, meeting rooms, and kitchen, are available for use by these groups. Students are therefore provided with a space to hold meetings, prepare food for receptions and banquets, and present their own programs. The Center is also available for use by other UCSB organizations and departments.

The MCC strives to support campus activism and maintain a mutually supportive relationship with its users as they work together in pursuit of a more just society. Events are open to the general public, and most are free of charge. The MCC publishes a quarterly calendar that lists all of these programs. http://mcc.sa.ucsb.edu/

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For an electronic version please visit: http://diversity.ap.ucsb.edu/forum