On January 23, 2007, University of California senior administrators and deans from five Southern California campuses participated in the Leading Through Diversity symposium at UC Irvine. Hosted by UCI Provost and Executive Vice Chancellor Michael Gottfredson, this symposium is the first of several leadership seminars funded by a three-year National Science Foundation grant awarded to UCI and the co-investigators at Los Angeles, Riverside, San Diego, and Santa Barbara campuses. The NSF Partnership for Faculty Equity and Diversity builds on and augments the experience of the NSF ADVANCE Institutional Transformation Program for gender equity, now in its sixth year. It represents an impressive level of cooperation among the nation’s leading public research universities for a common challenge: the recruitment, retention, and advancement of women.

Honoring the legacy of Dr. Shirley Kennedy, the Center for Black Studies Research hosted Harvard Law Professor Lani Guinier at Victoria Hall in Santa Barbara on February 25, 2007. The author of many articles on democratic theory, political representation, educational equity, and issues of race and gender, Professor Guinier has also written several books: The Tyranny of the Majority (1994), explores issues of political representation; Who’s Qualified? (2001) written with Susan Sturm, discusses issues of moving beyond affirmative action to reconsider the ways in which colleges admit all students; and The Miner’s Canary (2002), written with Gerald Torres, focuses on the experience of people of color as a warning or canary signaling larger institutional inequities. Professor Guinier is also the author of Lift Every Voice: Turning a Civil Rights Setback into a New Vision of Social Justice,

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Welcome to the spring issue of the Diversity Forum newsletter! 2007 has ushered in a series of activities of significant importance related to diversity issues at UCSB. Of foremost importance is the institution of the National Science Foundation (NSF) Grant in the amount of $500,000 for Parternership for Adaptation, Implementation and Dissemination (PAID), given to the five Southern California UC campuses under the leadership of UC Irvine. Its principal goal is to aid in promoting diversity on our UC campuses and to promote a culture of inclusion and transparency. The first symposium, titled “Leading through Diversity: Partnership for Faculty Equity and Diversity,” was held January 23, 2007, at the UC Irvine campus. (Please see article on PAID Symposium, p.1.) Our UCSB campus was well represented with seven members attending the symposium: Executive Vice Chancellor Gene Lucas; Associate Vice Chancellor for Academic Personnel Art Gossard; Dean Melvin Oliver; Professor Walter Yuen; Associate Dean Ruth Finkelstein; and Associate Dean Charles Wolfe. I was there as one of the organizers representing UCSB. I am very grateful for the time and effort these dedicated individuals took to participate in the symposium’s activities.

In January 2007, the final fourteen members for the Advisory Board for Faculty Diversity were selected, and we had our first meeting on February 27, 2007 (see p. 6). It was a very productive meeting, and I look forward to working with the new Advisory Board.

Our Diversity Lecture Series, which features a speaker once a quarter, has continued to be very successful. For, fall quarter Professor Evelyn Hu-DeHart, Director of the Ethnic Studies Program at Brown University, spoke about the history of affirmative action. The audience was treated to a lively historical overview of affirmative action from a personal perspective (1960s to the present), tracing the careers of affirmative action student Professor Evelyn Hu-DeHart and legacy student President George W. Bush.

The winter quarter featured speaker Lawrence Baca. In his lecture, Getting American Indians Out of the Museum and Into the Classroom, he discussed several areas of concern related to American Indians such as identity-related topics (who is an Indian), what is the proper name for Indians, and educational issues. For the spring quarter we will be hosting Professor Troy Duster, who will be speaking on How Much Can DNA Really tell us about Race? From Identity (in the mirror) to Identification at the Crime Scene (see p. 18).

Ray Huerta, Acting Director of the Equal Opportunity Office, and I visited the deans and chairs of the numerous departments during the winter quarter. The departments and deans we visited this year are holding searches to fill faculty positions. I want to take this opportunity to thank all of them for their time and attention. It was a marvelous learning experience for both Ray and me, and I want to underscore the graciousness and friendliness with which we were received. We can truly say that it was a most pleasurable experience and one in which we learned more about the numerous projects departments are engaged in to help diversify their faculty. Some of the fabulous activities taking place on our campus or in our local community are sponsored by our UCSB departments and are featured in this newsletter. Ray Huerta and I thank Deans Matthew Tirrell and Ernst von Weizsäcker as well as Chairs Mike Furlong, Mike Gerber, Linda Petzold, Tim Cheung, William Powell, William Warner, Simon Williams, Lee Rothfarb, Catherine Albanese, Alec Wodtke, Alice Aldredge, Dennis Clegg, Mark Srednicki, Xiaojian Zhao, Barbara Voorhies, and Peter Kuhn. We would also like to thank the following professors who attended the meetings: Amr El Abbadi, Jerry Gibson, Ryan Kastner, Raul K. Suárez, and Michael Glassow.

Over the next few months I am looking forward to meeting with all the deans and chairs holding open searches.  
http://www.diversity.ap.ucsb.edu/diversity/
Chancellor Joins Regents’ Study Group on Diversity

by Chancellor Henry T. Yang

I am pleased to share with you that I volunteered to serve as a member of the Regents’ Study Group on Diversity, a committee appointed on September 19, 2006, by the Office of the President. The Study Group will issue a comprehensive report that will focus on examining the state of UC admissions and enrollment in the post-Proposition 209 environment, and is designed to better understand the state of UC admissions and enrollment in the post-Proposition 209 environment.

I am honored and pleased to be a member of the Study Group on Diversity and to contribute to the university’s efforts to build a community of students, scholars, and staff that encompasses the rich cultural, racial, geographic, economic, and social diversity of California. I feel it is a necessity and a privilege for me to volunteer to participate as a member of this important university-wide committee and to join the systemwide effort to perform a study of actions our university can take to increase diversity in undergraduate and graduate enrollment and faculty hiring, and to foster a climate on every UC campus that is welcoming and inclusive. I am excited that the Study Group’s report, a landmark in UC’s history, will be coming out in the near future, with strong and substantive recommendations and action plans.

For more information on the Regents’ Study Group on Diversity, see http://www.universityofcalifornia.edu/news/2006/sep19a.html.

Academic Salary Equity Studies

by Executive Vice Chancellor Gene Lucas

The issue of salary equity is an extremely important component of ensuring a climate on campus that welcomes diversity. There have been a number of recent studies on the UC Santa Barbara campus regarding this issue. In February 1996, the Associate Vice Chancellor for Academic Personnel formed a Gender Equity Advisory Group, which reviewed and reported on salary equity study methods. In April 2002, the Associate Vice Chancellor for Academic Personnel constituted a Salary Equity Advisory Group to develop a set of recommendations on salary equity analysis, which it reported in July 2002. In response to these recommendations, the Office of the Executive Vice Chancellor has undertaken an annual analysis of academic salaries to examine issues of equity, especially with respect to gender and ethnicity. The results of these studies are now available online at: http://www.evc.ucsb.edu/evc/salary.equity.reports/index.cfm

We encourage the faculty to examine these reports and send comments and questions to the Office of the Executive Vice Chancellor. We will incorporate feedback into the next analysis. It is our intent to continue making salary equity analysis an annual practice, and to incorporate the results into decision-making in the annual merit and promotion review process.
Dear Colleagues:

I am pleased to announce the appointment of the University of California Staff Diversity Council. The Council will advise senior UC leadership and will work alongside the UC Diversity Study Group in setting an agenda that promotes staff diversity throughout the system. It will focus on a broad range of staff diversity issues, including the recruitment and retention of a diverse workforce, leadership commitment to staff diversity at each location, and systems for threading diversity principles through the fabric of the employment experience at UC.

The charge of the Council will be to:

- Develop specific objectives for achieving greater staff diversity at UC.
- Monitor and evaluate progress on staff diversity efforts at each location, based on the objectives mentioned previously.
- Assess the impact of SP-2 and Proposition 209 on staff diversity at UC.
- Identify and document best practices that develop and promote staff diversity, share these resources widely throughout the system, and advise on the possible development and implementation of these practices across locations.
- Identify institutional barriers that hinder staff diversity throughout the system, and recommend ways to eliminate those barriers.
- Facilitate dialogue among locations and between the University and external groups on staff diversity issues.
- Provide advice and recourses to UC administrators on staff diversity initiatives at their locations.

I have asked Associate President Linda Williams to serve as Chair of the Council. In addition, John White, Director of Capital Planning at UC Merced, and Rahim Reed, Associate Executive Vice Chancellor at UC Davis, will serve as Co-Vice Chairs in leading this important initiative. The Council will begin its work shortly, and will report directly to me on an annual basis.

The work of the UC Staff Diversity Council will be significant to the continued success of the University of California as we clearly define goals, objectives, and measurements, and demonstrate management leadership commitment and support for staff diversity initiatives.

Sincerely
Robert C. Dynes
Gale Morrison, Acting Dean of Graduate Division

Gale M. Morrison, Ph.D., is a Professor of Education at the University of California, Santa Barbara in Counseling/Clinical/School Psychology. She came to UCSB in 1980 and is currently serving as Acting Dean of the Graduate Division at UCSB. She also spent a year and a half as Acting Dean of the Gevirtz Graduate School of Education at UCSB. In her role with the Graduate Division, she served on the UC Systemwide Student Health Committee in 2006. She is currently the Vice-Chair of the UC Systemwide AGEP (Alliance for Graduate Education and the Professoriate) Steering Committee.

Dr. Morrison received her Ph.D. in Special Education from the University of California, Riverside. When not serving in administration, she participates in a NASP-approved school psychology credential program and trains doctoral students in an APA-approved Counseling/Clinical/School Psychology program. She recently completed a research project funded by the U.S. Department of Education, Office of Special Education Programs (field-initiated research award). This research examined the risk and resilience patterns for upper elementary students with and without disabilities who were experiencing discipline problems at school.

Dr. Morrison has published work on resiliency with special needs children, as well as work on student aggression.

Donna Carpenter, Vice Chancellor for Administrative Services

Donna Carpenter has been part of the UC system for 33 years. After 21 years at UC Riverside, she came to UC Santa Barbara in 1994 as the Accounting Officer. In 1997, as the Campus Controller, she was responsible for all aspects of the Accounting Department. Carpenter was also responsible for the controls initiative program that included training programs and working with campus leadership to ensure a more robust control environment. She was involved in all aspects of financial systems development and ways to improve business processes for campus departments.

In August 2004, Carpenter became the Acting Vice Chancellor for the Division of Administrative Services and was appointed Vice Chancellor in May 2006. In this capacity, she is responsible for all central administrative departments for the campus.

As Vice Chancellor, Carpenter has broad, highly diverse, and complex areas of responsibilities, including working with campus constituencies to strengthen relationships and improve operations. She also works to develop and sustain effective working relationships with the Office of the President, County and City governments, and other external agencies whose interests intersect with the campus.

Jane Close Conoley, Dean of Gevirtz Graduate School of Education

Dr. Jane Close Conoley has been Dean since January 2006. Before coming to UCSB, Dr. Conoley served as Dean of the College of Education and Human Development at Texas A&M University for 10 years. She was a professor of psychology at Syracuse University and Texas Woman’s University, and at the University of Nebraska-Lincoln she was the Edith S. Greer Professor of Educational Psychology.

Dr. Conoley is the author or editor of 21 books and over 70 chapters and refereed journal articles. Her areas of primary interest are interventions with children with disabilities especially serious emotional disturbance and aggressive children and youth and family intervention. She is co-author, with A. P. Goldstein, of Student Violence Intervention: A Practical Handbook and Student Aggression: Prevention, Management and Replacement Training and co-authored books concerning home/school collaboration (with S. Christenson), family assessment (with E. Werth), and school consultation (with C. Conoley).

Dr. Conoley is well known for her work in psychological and educational measurement.
The Office of the Associate Vice Chancellor for Diversity, Equity and Academic Policy is pleased to announce the appointment of a new Advisory Board for Faculty Diversity for the UCSB campus. The recently appointed Advisory Board is composed of fourteen members representing various units on campus.

From left to right: Hsiu-Zu Ho, Chair of the Chancellor’s Advisory Committee on the Status of Women; Ray Huerta, Acting Director, Equal Opportunity and Public Records; Maribel Bueno Cachadina, Professor, Mathematics; Jenny Cook-Gumperz, Co-Chair of the Senior Women’s Council; Ruth Finkelstein, Associate Dean, Division of Mathematical, Life, and Physical Sciences; Carol Genetti, Associate Dean, Humanities and Fine Arts; Beth Schneider, Associate Dean, Division of Social Sciences; Leila Rupp, Chair, Women’s Studies; María Herrera-Sobek, Associate Vice Chancellor for Diversity, Equity and Academic Policy; and Magali Delmas, Professor, Donald Bren School of Environmental Science and Management. (Not Pictured: Susan Stonich, Chair of the Academic Senate Committee on Diversity; Ryan Kastner, Assistant Professor, Electrical & Computer Engineering; Julian Weissglass, Professor, Gevirtz Graduate School of Education; Farfalla Borah, Disability Compliance Officer; and Chela Sandoval, Chair, Chicana/o Studies.)

Each dean from the three Divisions, Colleges, and Schools selected a faculty member to represent their respective unit. Other members included are, by virtue of their positions, representatives of their particular offices, departments, or campus committees, which are heavily involved with diversity issues on campus. The main objectives for the Advisory Board are: (1) to advise the Office of the Associate Vice Chancellor for Diversity, Equity, and Academic Policy on important issues related to diversity; (2) to provide feedback from departments and interested units as well as the UCSB campus in general; (3) to consult with key representatives on our campus; (4) to provide suggestions for activities, initiatives, policies, and so forth related to diversity issues. The Advisory Board will meet once each quarter.
Mireille Miller-Young, Ph.D., is Assistant Professor of Women’s Studies and Affiliate Professor of Black Studies at UCSB. She was a PPF in 2004-05 at UCSB’s Center for Black Studies. Professor Miller-Young earned her doctorate in History at New York University, with specializations in American History and History of the African Diaspora. She held a Dissertation Writing Fellowship in the Department of Black Studies at UCSB in 2003. His teaching, research and writings focus on Queer/LGBT Latina and Latino community history and culture, employing ethnographic oral history methods and community archival practices. His work has appeared continued on pg.16

Erin Khuê Ninh, Asian American Studies, received both her B.A. and her Ph.D. degrees in English at Berkeley. She was a PPF in the English department at UCLA. Her research and teaching explore the subtleties of power, harm, and subject formation, whether in the contexts of terror and war, of family and immigration, or of girlhood and beauty. Her first book is titled Ingratitude and tentatively subtitled A Cultural Theory of Power in Asian American Women’s Literature. It is forthcoming from the New York University Press (2008). Her book examines intergenerational conflict through post-structuralist and cultural-materialist analyses. She argues that the immigrant family unit is structured by an economic and political investment in the continued on pg.16

Carolyn Pinedo Turnovsky, Assistant Professor of Sociology, was a PPF at UCLA from 2005-06. She went to school at City University of New York, The Graduate Center and received a Ph.D. in Sociology.

Dr. Pinedo Turnovsky’s research explores the changing nature of work in U.S. society, in particular how marginalized groups locate economic opportunities in the informal labor market. Her research examines the day labor market and explores how persons-above all, immigrants and undocumented migrants-participate in work activities. She explains how these works change the local economy, public policy, and social life of their communities. Her areas of interest are race and ethnicity, Latina/o studies, immigration studies, and ethnography.
**Diversity Lecture Series**

**Getting American Indians Out of the Museum and Into the Classroom**

(March 8, 2007)

Baca received his B.A in American Indian History and Culture from UCSB. In 1976 he received a law degree from Harvard Law School and was the first American Indian ever hired through the Department of Justice’s Honor Law Program and later was the first Indian ever promoted to Senior Trial Attorney. He served on the Housing and Civil Enforcement Section for eight years and served in the Office of Indian Rights for four years.

Baca is a member of the American Bar Association and has been the Chairperson of the American Bar Association Commission on Racial and Ethnic Diversity in the Profession. He has given numerous lectures throughout the country on the role of American Indian lawyers as minority members of the majority bar, as well as on the role of race in society, civil rights law, and federal Indian law.

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**Diversity in the Math Department**

by Brie Finegold and Alethea Barbaro

In the fall of 2005, three mathematics graduate students, Alethea Barbaro, Brie Finegold, and Rena Levitt, founded the Hypatian Seminar as a vehicle for encouraging members of underrepresented groups to give talks and network within the larger mathematical community. Named after Hypatia, the first woman mathematician of record, the founders were inspired by similar groups such as the Noetherian Ring at Berkeley. Barbaro, Finegold, and Levitt are proud to contribute to the diversity of the UCSB campus. The seminar alternates between traditional research talks given by women and minorities and group discussions about professional development topics. Areas discussed include transitioning from a graduate student to a professor (with two alumnae), writing a CV, finding a post-doc, searching for jobs as an academic couple, creating presentations, and building a community within the department. Several math faculty attend the seminar regularly and many have participated in these panel discussions. Participation is not limited to the math department; women from related fields such as CS, MEE, Physics, and PSTAT have attended past seminars. Because students who interact with mentors are more likely to succeed and continue on in mathematics, participants in the Hypatian Seminar designed an informal mentoring network to welcome the incoming graduate students to the department. These efforts have provided a new avenue for the promotion of communication between graduate students and faculty. With the leadership of Professors María Isabel Bueno Cachadina and Birge Huisgen-Zimmermann and with matching funds from the Office of Research, MLPS, the College of Letters and Science, Graduate Division, and Professor Daryl Cooper, the group has submitted a proposal to the Mathematics Association of America. The organization hopes to obtain funds for reinforcing the Hypatian Seminar and broadening its scope to include undergraduates. These funds would allow the organization to send undergraduates to area math conferences, invite more outside speakers to the seminar, and offer additional support to students attending UCSB’s Summer Research Program in Mathematics. Regardless of funding, the Hypatia Seminar will continue to foster networking among undergraduates, graduates, and professors. Prospective students and job candidates from diverse backgrounds can visit the Hypatia Seminar website at: www.math.ucsb.edu/~rmlevitt/hypatianseminar/
The Substance Abuse and Mental Health Services Administration (SAMHSA) has chosen the Department of Counseling, Clinical, and School Psychology of UC Santa Barbara’s Gevirtz Graduate School of Education as one program to study as a model for cultural competency training. The department was nominated because of its skill in training scholars and psychologists particularly concerned about culture, race, ethnicity, diversity, at-risk populations, and disparities in mental health care. SAMHSA – an agency of the United States Department of Health and Human Services – is conducting this research as part of its Minority Fellowship Program.

Michael Furlong, Chair of the Department of Counseling, Clinical, and School Psychology, says, “Our faculty and students are committed to discovering the most effective strategies to provide mental health services that respect the cultures of California’s diverse communities.”

The Counseling, Clinical, and School Psychology Department (CCSP) is fully accredited by the Committee on Accreditation of the American Psychological Association as a combined doctoral psychology program. It adheres to a scientist-practitioner training model; therefore, heavy emphasis is placed on developing academic, research, and practitioner knowledge and skills of students. The department provides students with multidisciplinary training that leads to Ph.D., M.A., and M.Ed. degrees and an Applied Psychology Minor for undergraduates. CCSP was awarded the inaugural Suinn Minority Achievement Award from the American Psychology Association.

The primary goal of the Minority Fellowship Program (MFP) is to support doctoral training for ethnic minority mental health/substance abuse social work students.

Economics Department Will Host Summer Program 2008-09

by Peter Kuhn, Chair of Economics

We are pleased to announce that the Economics Department was recently selected by the American Economic Association as the next host institution for the American Economic Association Summer Program and Minority Scholarship Program.

The Summer Program is a research-and mathematics-intensive, 8-week course of study that prepares highly motivated undergraduate students from all over the country for successful Ph.D. study in economics. Attached to the program is a scholarship program that covers program expenses for members of historically disadvantaged minorities who have demonstrated financial need.

The current host institution is Duke University; UCSB is scheduled to take over the program for the summers of 2008-2010. Funding for the program comes from a number of sources, including the American Economic Association, National Science Foundation, and the Division of Social Sciences.

www.econ.duke.edu/aeasp/
The conference “Cultivating Semillas: From East Los Angeles to UCSB Chicana/o Studies Moving Adelante” brought to the UCSB campus more than 150 students from East Los Angeles Community College. The purpose of the conference was to motivate community college students to transfer to four-year institutions such as UCSB. Keynote speakers for the event included world-renowned scientists, Professor Eloy Rodriguez, and internationally recognized author Professor Helena Maria Viramontes (The Moths, Under the Feet of Jesus, and Their Dogs Came with Them), both from Cornell University, as well as Professor Daniel G. Solórzano from UCLA. The conference was organized by Professor Tara Yosso from the Chicana/o Studies Department.

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The ACE (Academic Communities for Excellence) program promotes the success of first-year EOP (Educational Opportunity Program) students. EOP designation is based on two criteria: family income and parental educational attainment levels. It does so by offering students a two-quarter writing sequence with a number of benefits exclusive to these classes. ACE courses are capped at 18 students (general writing courses are capped at 25), are each designated a tutor from CLAS (Campus Learning Assistance Services) to work with the students in that class, and students are given the opportunity to enroll in the next course in the sequence with the same instructor (teachers work with students for 20 rather than 10 weeks).

ACE students are more diverse than the general population at UCSB. The four largest ethnic categories within ACE classes are African-American, Chicano, Latino, and White. The disparity in family income and parental educational attainment levels is dramatic. ACE mean family income is $35,683.48, while UCSB mean family income is $95,505.91. In addition, the vast majority of ACE students’ parents attained either no high school diploma, or only a high school diploma whereas the majority of the general campus population’s parents have earned a postgraduate degree.

According to Steven Velasco, the Director of UCSB Institutional Research and Planning, ACE students who took both Writing 1 and 2 ACE courses had higher first-year GPAs than would have been predicted based on their background (academic and social) and seemed to perform better in Writing 2 than other groups. Also, they had very high retention rates in comparison to the other groups in the study.

In two of the four years analyzed (2001-2004), students who took both ACE courses received higher first-year GPAs than their non-ACE EOP peers, a GPA difference that was statistically significant.

The most impressive finding came from the one-year retention data. Students who took the two-quarter ACE sequence had a 10% higher retention rate than the EOP population over all four years studied, and ACE retention even surpassed the campus retention rate in all but one year. Students who took both ACE courses had a mean 95.5% one-year retention rate (from 2001-2004), while non-ACE EOP students had a 86.6% average, and the general student body had a mean 91.35% one-year retention rate. This finding is all the more significant when considering that Chicano retention rates have fallen seven points continued on pg.13
Rotating Wheels and Turning Kids on to Science!

What happens when you turn a spinning wheel upside down? And why is it so much harder to turn the wheel when it’s spinning than when it is not? And what does this have to do with your bicycle? Answers to these and many other questions related to fundamental physics are answered by Physics faculty, graduate students, and undergraduates at our local schools as part of the UCSB Physics Circus. At the same time, UCSB participants learn something new each time from the wonderful questions that are asked!

The Physics Circus is a program to promote science education in local K-12 schools. A group of enthusiastic UCSB Physics Department graduate students, undergraduate students, and faculty take a collection of demonstration experiments on the road to nearby schools and present an action-packed learning experience linked to children’s everyday lives. Follow-up tours at the Community Science Center (www.physics.ucsb.edu/~csc) at UCSB are available. This year’s program is coordinated by Professor Jean Carlson (www.physics.ucsb.edu/~complex) and graduate student Curtis Asplund.

The Physics Circus, conceived eight years ago by Abigail Reid, then a graduate student in Physics and Education at UCSB, is named after Jearl Walker’s book *The Flying Circus of Physics*. In this book, the author takes everyday phenomena and sets them up as physics problems. These problems show the fun that physics knowledge brings to every physicist who tries to understand the world around them. www.physics.ucsb.edu/~circus.

Women in Physics

“Congratulations,” wrote the Physics Department’s Graduate Advisor in a 2005 email sent to the Women in Physics listserv. What was the cause for celebration? The incoming class of UCSB Physics graduate students included seven women, far more than in the previous two years, which had seen only one or two female incoming graduate students per year.

Women in Physics is a group of graduate students, faculty members, post-docs, and undergraduates in the UCSB Physics Department. The group aims to create a sense of community among women in the department, as well as encourage new scientists and students to come to UCSB and join the community.

This year Women in Physics has sponsored a wide variety of activities, which include social activities such as movie nights (co-sponsored with the Undergraduate Society of Physics Students) and liquid nitrogen ice cream parties, study sessions for freshmen physics majors, and group trips to attend KITP public lectures.

The group has graduate student and undergraduate members, and continues to make a concerted effort to reach out to female prospective students. Current grad students in the group email three or four prospective students each so that they will already know someone when they arrive. In addition, female faculty call incoming students and tell them about research opportunities here. During the visiting weekend, the Physics Department sponsors a Women in Physics coffee hour where prospective students can talk to current grad students about their questions and concerns.

Women in Physics is busy with other activities and projects, as well. Members have updated the Women in Physics webpage and have created brochures highlighting the work of female faculty and describing the positive environment for women in the department. Another project involves inviting prominent female physicists to speak to the Women in Physics group and at department seminars. www.physics.ucsb.edu/~Women
In 1989, the Office of Academic Programs was created, and a new position of Associate Vice Chancellor was developed to oversee the operations of six departments under its umbrella. Under the leadership of Dr. Ronald W. Tobin, Professor of French, a Diversity Committee was established, its mission and purpose to provide education, awareness and appreciation of diversity within Academic Programs. Now in its 17th year, the Committee has been a constant in an ever-changing and dynamic university environment. The AVC’s philosophy has guided the Committee: “The quest for excellence should guide everyone’s life, and excellence, which is a relative term, can function only within diversity. History teaches us that all revolts against totalitarian regimes were instigated in the name of individual freedom in the face of a denial of diversity, that is, of a denial of access to excellence.”

The Committee presents about three programs each year on a variety of topics. Examples include presentations by: Manuel Unzueta, a local artist and muralist, and recipient of the “Outstanding Teacher of Culture” and “Outstanding Hispanic of Santa Barbara” awards; Catherine Cole, Associate Professor, Theater and Dance, presenting her internationally acclaimed “Five Foot Feat”; Jude Akudinobi, Lecturer, Department of Black Studies, discussing the study of African film; and Juan Campo, presenting a program entitled “Peacing It Together: Local and Global Perspectives on Islam in North Africa.”

Our exciting programs have a common goal: to bring the departments under Academic Programs together to better support the mission and values of the university, by providing education, awareness, and appreciation of diversity. http://www.oap.ucsb.edu/
The Chancellor’s Advisory Committee on the Status of Women met with Chancellor Yang and his senior administrators in November 2006 to discuss issues concerning campus women. A summary of the recommendations include:

**Women in key administrative and staff positions**

- Identify women applicants for key senior administrative and staff positions.
- Expand efforts to move female faculty and staff into higher administrative positions.
- Provide opportunities for leadership training.

**Women representation, recruitment, and retention**

- Produce public data showing years of UCSB service by rank and gender (and other identified factors) to facilitate a review of whether women and minorities are promoted equitably relative to other ladder faculty.
- Facilitate an examination of pay equity by making salaries for all academic senate faculty available, including factors such as gender, discipline, and number of years since Ph.D.
- Renew and re-envision our commitment to increase the representation of women and especially minority women at UCSB.
- Reexamine efforts to hire and retain women of color relative to the pool of available candidates.
- Develop a mechanism to implement sanctions on those departments and units who significantly fall below the availability pool.
- Carefully monitor the number and percentage of women hired at each level with respect to availability pools. Couple efforts to hire at the junior level with efforts to hire senior women who can provide the leadership needed to transform the institutional culture.
- Conduct an on-line climate survey to regularly assess perceptions of campus climate by faculty and staff.
- Establish policy to conduct exit interviews of faculty and staff women.
- Continue efforts to disseminate information about the career equity review process and encourage chairs, deans, and other reviewing entities to pro-actively identify and enable eligible candidates to participate in the process. Review the current process and institute needed changes to correct problems identified by the review.
- Increase the Associate Vice Chancellor for Diversity, Equity, and Academic Policy to a full-time position.
- Establish a faculty internship in AVC for Diversity, Equity, and Academic Policy office to provide for career growth and development opportunities for another faculty member.
- Monitor campus committee appointments to ensure diversity and equity of membership.

**Female graduate student representation, employment, and retention**

- Funding for Office of Student Life registration fees be made available permanently for the purpose of supporting graduate student organizations.
- Issues surrounding retention and graduation be examined regularly by interviewing graduate students, particularly in those departments in which gender differences in graduation rates are largest.
- Recruitment and outreach efforts to attract female graduate students be increased in those departments and major programs where they remain underrepresented. Interviews of graduate students who are both continuing in and leaving those departments in which they are most underrepresented be conducted.
- TA/GSR appointments be analyzed and strategies instituted to reduce discrepancies between proportion of enrolled female graduate students and department employment.

The CACSW also made recommendations for Work/Life issues regarding the flex-work program and childcare (adequate compensation for teachers and staff at Orfalea Family Children’s Center, childcare coverage, and childcare cost). In addition, housing issues were also highlighted, including recommendations that a Housing Assistance Program for staff be developed as well as subsidize graduate housing.

**ACE Program—continued from page 10**

from 2002 to 2004 (from 91% to 84% in 2004) at UCSB. The high retention rates of ACE students is also impressive because of ACE students’ lower incoming academic variables, their fewer and lower-quality educational opportunities, and their significant difference in family income (compared to the general population of UCSB students).

Although it is difficult to tease out the various factors that make for such success, we believe that the social networks students make in these first-year classes, as well as the academic practices that ACE instructors encourage (tutoring, faculty visits, mentors, library research, EAP participation, community outreach), help connect ACE students to the University to better ensure success.
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. It is a safe, confidential, and impartial place to express concerns. The Ombuds staff serve individuals in the campus community by clarifying issues and relevant policies and procedures, by participating in resolving complaints informally, and by providing information and referrals. The Office is also committed to facilitating campus-wide conflict management with an emphasis on conflict prevention, and to recommending constructive change when University policies or procedures generate conflicts or concerns.

The Office advocates for fairness and works to ensure that all members of the University community receive equitable treatment. It is equally available to all genders, races, ethnicities, abilities, sexual orientations, ages, etc., and sees as part of its mission the mitigation of any barriers that impede an individual’s success in work or academics.

The Office assists community members with the resolution of academic or administrative issues and disputes that are not being adequately addressed through usual University procedures, including such problems as communication difficulties, workplace disputes, unprofessional conduct, ethical dilemmas, disciplinary matters, and diversity and disability issues. www.ombuds.ucsb.edu/

Lani Guinier—continued from page 1

a memoir of her nomination, and the unexplained withdrawal of her nomination, by President Clinton to head the Civil Rights Division of the Department of Justice. Professor Guinier spoke on “Race, Gender, and Activism in Our Communities.” She emphasized that it is not only icons like Dr. Martin Luther King, Jr. or Rosa Parks who create change, but a network made of concerned community members. She stressed that for every person who becomes a high-visibility spokesperson for change, there are hundreds of others supporting them behind the scenes.
Graduate Studies and Diversity

Coordinated Recruiting Efforts Pay Off

Professor and Chair of Computer Science Linda Petzold is the Program Director for the NSF-funded Computational Science and Engineering (CSE) Integrative Graduate Education and Research Training (IGERT) program. One of the objectives of the program is to recruit and retain outstanding underrepresented minorities in IGERT-participating science, math, and engineering doctoral programs. To achieve this goal, Linda Petzold and Education Coordinator Tanya Vega have worked closely with the Graduate Division’s NSF-funded Alliance for Graduate Education and the Professoriate (AGEP) program to coordinate recruiting efforts. Because AGEP and CSE IGERT share the same goal, it made sense to partner for activities like graduate recruitment fairs, university site visits, and conferences. In addition, the AGEP program hosts a summer research program, Graduate Research Internship Program (GRIP), for master’s and doctoral students.

This past summer William Clay, a master’s student in Mathematics from Jackson State University, participated in GRIP and joined Linda Petzold’s research group. William worked closely with Professor Petzold, post-doctoral researcher Kathy Puskar, and Neuroscience Research Institute Co-Director Professor Ken Kosik, researching the correlation between levels of microRNAs and messenger RNAs. His hard work and determination led Professor Petzold to invite William to continue his research on the project and visit in the fall.

William Clay and Kathy Puskar

William Clay had a positive learning and mentoring experience here at UCSB with Professor Petzold and GRIP and has since applied to the Mathematics doctoral program with a specific interest in CSE. The Mathematics department has admitted William for Fall 2007, and he has been offered a CSE IGERT fellowship, which William has accepted. This is an encouraging example of how coordinated campus efforts can recruit an outstanding underrepresented student such as William.

For more information about the Computational Science and Engineering graduate emphasis and the CSE IGERT program visit http://www.cse.ucsb.edu.

Women in Administration—continued from page 5

Gale Morrison

on school safety and violence. She is one of the few research professionals in the nation who publishes information about suspension/expulsion disciplinary processes as they affect special education students.

Dr. Morrison also has extensive evaluation experience with projects that use the risk and resilience framework as a basis for programming (after-school programs & teen pregnancy prevention). These projects have been funded by the U.S. Department of Health and Human Services, Substance Abuse and Mental Health Services Administration, and the California Department of Education.

Donna Carpenter

interests overlaps those of the campus.

Carpenter has a Bachelor of Science degree from Cal Poly, Pomona and an M.B.A. from the University of LaVerne.

Jane Close Conoley

and served for 12 years as an editor of the Mental Measurements Yearbook series. She has been the principal investigator on several large federally funded projects aimed at developing better school-based approaches to helping children with emotional and behavioral disorders. She also has been the P.I. on several federal and state initiatives to improve teacher quality. She has presented papers and lectured throughout the world to educational and mental health professionals on these topics.

In her role as Dean of the Gevirtz Graduate School of Education, Dr. Conoley has assumed campus leadership of the University of California Science and Mathematics Initiative and has participated in the development of a campus-wide strategy to increase the quality and quantity of science, technology, engineering, and mathematics majors who choose to pursue a career in teaching.
Diversity Academic Policies

APM-210
Review and Appraisal Committees
The University of California is committed to excellence and equity in every facet of its mission. Teaching, research, professional and public service contributions that promote diversity and equal opportunity are to be encouraged and given recognition in the evaluation of the candidate’s qualifications. These contributions to diversity and equal opportunity can take a variety of forms including efforts to advance equitable access to education, public service that addresses the needs of California’s diverse population, or research in a scholar’s area of expertise that highlights inequalities. Mentoring and advising of students or new faculty members are to be encouraged and given recognition in the teaching or service categories of academic personnel actions.

APM-240
Deans and Provosts
This includes fiscal responsibility for the unit, maintaining an affirmative action program for faculty and staff recruitment and retention consistent with University affirmative action policies, and responsibility for insuring that systemwide and local policies, including Academic Senate regulations, are observed.

APM-245-Appendix A
Department Chairs
12. To report annually on the department’s affirmative action program, including a description of good faith efforts undertaken to ensure equal opportunity in appointment, promotion, and merit activities, as well as a report on affirmative action goals and results in accordance with campus policy.

APM-760
Family Accommodations
760-8 Types of Family Accommodations for Childbearing and Childrearing.
a. Childbearing leave with or without pay.
   c. Stopping the clock for the care of a child or children.

Diversity Symposium—continued from page 1

en and underrepresented minority faculty at UC campuses. This partnership reflects the sense of urgency to equip leaders and model leadership for institutional transformation. National studies, such as the 2006 National Academies sponsored Beyond Bias, and reports by UC Presidential task forces on Gender Equity (2002) and Faculty Diversity (2006) have consistently highlighted the fundamental role of leadership in transforming institutions. These reports underscore how senior administrators, deans and their department chairs are all accountable for implementing strategies to recruit, retain, and advance a diverse professoriate. Furthermore, the reports point out that for changes to ‘filter down’ to the department level, EVCs need to develop strategies with all deans for holding departments accountable for efforts toward enhancing inclusion.

Symposia such as, Leading Through Diversity, retreats and other activities are designed to invigorate resourceful, responsible and creative leadership. Institutional transformation requires leadership at a moment when the nation looks to the University of California for solutions. Principal investigators, representing each partnership campus, structured this symposium to augment the capacity of senior administrators and deans to lead institutional transformation by:

* providing a context for change by framing faculty diversity in relation to local and national experience
* sharing examples of existing programs and efforts related to faculty diversity
* accelerating common solutions by cognate fields through collective problem solving using real world case study exercises
* outlining a framework for institutional accountability by expanding competencies and expectations
* modeling excellence through diversity in succession planning and in projecting the priorities of the university to the wider community.

The purpose of the symposium was to enhance strategies and programs for advancing faculty diversity on our individual campuses and to inform the implementation of the President’s Task Force for Faculty Diversity recommendations as requested by the Office of the President.

Presidents Postdoctoral Fellows—continued from page 7

Horacio N. Roque

ories of Desire: Queer Latino Community History from San Francisco, 1960s-1990s is under negotiation with the University of Chicago Press.

erin Khuê Ninh
American capitalist system, and is driven by its dedication to raise the model minority.
Prof. Ninh’s teaching in the Asian American Studies department will include such courses as the Vietnamese American Experience, Introduction to Asian American Literature, and Writings by Asian American Women.
The five southern California campuses of the University of California (UC) system are sponsoring an ongoing series of workshops and seminars targeting senior academic administrators. The Partnership campuses are geographically close, located in southern California: Irvine (UCI), Los Angeles (UCLA), Riverside (UCR), San Diego (UCSD), and Santa Barbara (UCSB). The proposed workshops and seminars will allow dissemination of lessons learned and best practices that have enabled UCI to dramatically increase hiring of women and underrepresented minorities in Science, Technology, Engineering and Mathematics (STEM) fields during the ADVANCE award (September 2001-present). While excellent progress has been made in recruiting women to UCI, the Partnership will focus on strategies to retain and advance women and minority faculty. The workshops will promote understanding, facilitate training, and encourage implementation of the novel programs developed at the Irvine campus and by other ADVANCE initiatives. In particular, the proposed Partnership will:

- Convene annual Partners’ Executive Vice Chancellors’ (EVCs) and Deans’ symposia
- Construct a UC department chairs’ resource manual/guide
- Conduct an Annual Department Chairs’ Symposium.

A diverse Implementation Team of Co-PIs from the five campuses, four of whom are faculty members who also serve their campuses as “chief diversity officers,” along with key personnel and skilled evaluation and institutional research consultants will assemble all relevant materials, plan trainings, evaluate and disseminate information and findings about the program.

The University of California is the largest public university in the United States with over 200,000 students on ten campuses employing more than 8,000 ladder-rank faculty members. The UC system student population is quite diverse, yet the faculty population remains predominantly white and male. In recent years, many campuses have increased the rate of hiring women and minority faculty members, yet retention of these promising scholars through the rigorous review process will require that administrators are capable of implementing new policies (e.g., family friendly policies) while at the same time ensuring a work environment that welcomes faculty from diverse backgrounds. The Implementation Team involves scholars and professionals who are diverse in terms of discipline, ethnicity, and gender. The diversity of this team will be key in implementing a program that appeals to administrators from broad backgrounds and weaves sensitivity to gender and ethnic issues throughout the planned programming. Just as the UC’s family friendly policies and UCI’s Equity Advisor and Career Partners models implemented under the ADVANCE: Institutional Transformation award are innovations sought by other institutions, so too will the proposed programming for EVCs/Provosts, deans and chairs become a model for other institutions that care about faculty equity and diversity.
ers committed to the improvement of the services for ethnic minorities with mental and/or addictive disorders. This effort is intended to create a nucleus of ethnic minority social workers trained to teach, administer, conduct research, and provide direct mental health/substance abuse services to ethnic minority groups. They will also provide leadership, consultation, and administrative expertise to public, private and non-profit primary care provider organizations and educational institutions. The knowledge and expertise of these fellows will strengthen training programs providing services to ethnic minority mental health and substance abuse consumers. Upon completion of their training, the fellows will continue to study the latest evidence-based practices in mental health and substance abuse treatment and prevention, to collaborate with the national mental health organizations regarding training support, and to enhance interdisciplinary efforts to improve the quality of care and access to mental health and substance abuse services for underserved ethnic minority communities.

http://education.ucsb.edu/ccsp/

Welcome to the EVC’s Office Staff!

Melanie Hoven joined our staff in November of 2006 as an Administrative Analyst. She graduated from Southern Oregon University with a B.A. in Art and a minor in Sociology. She moved to Santa Barbara from Portland with her husband, Corey Hoven, who is a graduate student in the Materials Department. Her contributions to the Diversity Forum newsletter include designing, photography, editing, and other publishing duties.
Congratulations to the Chemistry and Biochemistry Department!

The Chair of the Chemistry and Biochemistry Department, Alec Wodtke, has announced the successful recruitment of three President’s Postdoctoral Fellows to our UCSB campus for the next academic year 2007-08. The PPFs are Drs. Sarah Baker, Sandra García, and Terri Robinson, who will be working with Professors Galen Stucky, Songi Han, and Mattanjah de Vries. Congratulations to Professors Wodtke, Stucky, Han, and de Vries on this splendid accomplishment!

Cuauhtémoc Cárdenas Solórzano’s Lecture

UCSB’s History Department, under the leadership of Chair Sears McGee and Professor Gabriela Sotolaveaga, hosted Cuauhtémoc Cárdenas Solórzano on February 7-9, 2007, as a Regents’ Lecturer. Cárdenas is the founder of Mexico’s Party of the Democratic Revolution, and is a three-time presidential candidate. He was the first member of an opposition party to become mayor of Mexico City. Cárdenas spoke to a full house on the evening of February 7 at UCSB’s Campbell Hall. His lecture entitled Perspectives on Today’s Mexico, explored that country’s recent contested presidential election and examined the key issues in the bilateral Mexico-U.S. agenda. The lecture elicited a lively discussion during the question and answer period. Cárdenas also interacted with graduate and undergraduate students formally and informally, and proved to be a popular figure with both students and faculty.

In celebration of the Newly Tenured Women at UCSB, the 8th Annual Luncheon was held in their honor on Thursday, February 22, 2007, at the Women’s Center. The lunch opened with introductory and welcoming remarks by Sharon Hoshida, Acting Director, with remarks followed by Chancellor Henry T. Yang and comments by Executive Vice Chancellor Gene Lucas. Congratulations to all these scholars!

The UCSB Women Faculty Honorees were:

- Edwina Barvosa-Carter, Chicana/o Studies
- Peggy Cotter, Molecular, Cellular, and Developmental Biology
- Magali Delmas, Donald Bren School of Environmental Science and Management
- Jennifer Earl, Sociology
- Lisa Jevbratt, Art/Media Arts and Technology
- Miriam Metzger, Communication Studies
- Laurie Monahan, Art History
- Jane Mulfinger, Departmnet of Art
- Stephanie Nugent, Theater and Dance
- Joan-Emma Shea, Chemistry and Biochemistry
- Celine Shimizu, Asian American Studies
- Jacqueline Stevens, Law and Society
- Juliet Williams, Law and Society

ACCOMPLISHMENTS AND DIVERSITY
100th Year Birthday Celebration!

Professor Luis Leal will be celebrating his 100th birthday on September 17, 2007. Chancellor Henry T. Yang and the Chicana and Chicano Studies Department are planning a week-long series of activities celebrating Professor Leal’s 100th birthday during the first week of October.

Professor Leal has written more than forty books and more than 300 articles. He continues to be actively involved in writing, publishing and starring in local community television programs discussing literature, films, and art.

Planned activities for his birthday celebration will include:

- Scholarly Conference
- Film
- Noche Cultural (Culture Night)

Several books written in his honor will be presented at the week-long celebration. (Details forthcoming Fall Quarter 2007.)

Thanks to all the contributors and readers of the Diversity Forum newsletter for their support and submissions. Please look for the next issue in the fall of 2007.