UCSB Welcomes New Associate Vice Chancellor

Ron Cortez was recently appointed as the Associate Vice Chancellor, Administrative Services for the University of California, Santa Barbara. He will oversee Business Services and Environmental Health and Safety Departments and will assist Vice Chancellor Donna Carpenter with organizational and management responsibilities, and lead the campus efforts in sustainability and emergency planning.

Prior to coming to UCSB, Mr. Cortez held a variety of responsibilities during his 14 years with the County of Santa Barbara, including Deputy County Executive Officer, Acting Director of Planning and Development, Acting Director of Housing and Community Development, Director of General Services, and Deputy Director of Public Works.

Some of his significant accomplishments include serving as the Emergency Operations Center Director during the first week of the Zaca Fire, the second larg-

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Symposium Discusses Impact of UC Regents vs. Bakke 30 Years Later

by George Yatchisin

UC Santa Barbara’s Gevirtz School presented Realizing Bakke’s Legacy: Equal Opportunity and Access to Higher Education on Friday, May 16, UCSB Corwin Pavilion. Marking the 30th anniversary of the Supreme Court’s landmark Regents of the University of California v. Bakke decision, this symposium included nationally recognized scholars who explored the complex set of legal and educational policy circumstances established by this historic court decision that continue to simultaneously frame, narrow, and confound our understanding of access and equity in higher education. Because the Regents of the University of California were defendants in this case, it is particularly fitting that UC Santa Barbara marked the anniversary of this Supreme Court decision and considered its national and local impact, while also looking towards the future. The event drew together educators, researchers, students, policy makers, and other stakeholders to discuss expanding equal opportunity in higher education in California and around the nation.

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Diversity at UCSB continues to expand with the enthusiastic support of our campus administrators, faculty, students and staff. I am pleased to inform you that as Ricardo Alcaino, the Director of Equal Opportunity and I made our rounds speaking to the chairs of the various departments who conducted searches last fall and winter, they unanimously applauded efforts to diversify our campus and perceived it as an important factor in achieving excellence. I want to take this opportunity to thank the chairs that met with us this academic year. I look forward to meeting the chairs of those departments who will be conducting faculty searches next year so that together we can develop strategies and plans to promote excellence through diversity.

Our campus for the 2007-08 academic year managed to do quite well in the hiring of women faculty. Sixteen of a total of 40 hires or 40% were women. With respect to the hiring of minority faculty we need to work harder: 7 or 17.5% of faculty hired were minorities this academic year. The numbers were: four Asian Americans; two African Americans; and one Hispanic. We did not hire any Native American faculty.

I continue to work on initiatives to inform and educate our campus leadership regarding diversity issues and strategies. Last October 10-12, 2007, the Principal Investigators for the NSF grant titled PAID-Partnership for Adaptation, Implementation and Dissemination—Partnership for Faculty Equity and Diversity, hosted the Chair’s Retreat: Leading Through Diversity Partnership for Faculty Equity and Diversity at the UCLA Lake Arrowhead Conference Center.

This year once again on October 15-17, 2008, we will be hosting the second Chair’s Retreat in the series. Chairs who did not attend the first retreat from the STEM (Science, Technology, Engineering and Math as well as Social Sciences) are invited to participate in this second retreat.

The Implementation Team also organized the second symposium on Leading through Diversity: Partnership for Faculty Equity and Diversity for deans and vice chancellors at UCLA this past January 23, 2008.

At our UCSB campus I continue to promote diversity via the Diversity Lecture Series and co-sponsorships with various campus organizations such as the Senior Women’s Council and the Women’s Center. I thank these organizations for their commitment to gender and diversity related issues.

I invite you to submit initiatives, strategies and any other ideas you have for promoting diversity on our beautiful UCSB campus.
A Message on Diversity from Chancellor Henry T. Yang

The University of California, Santa Barbara is committed to creating a community of students, faculty, and staff that encompasses the rich cultural, racial, geographic, economic, and social diversity of our great state. We are continually striving to maintain a diverse academic community through the recruitment and academic preparation of academically qualified students, and through the recruitment and retention of outstanding faculty and staff.

We are working diligently together to increase both the quality and the diversity of UC Santa Barbara’s academic programs and student body. One example of the impact of our efforts is the steady annual rise in the number of Chicano, Latino, African American, and American Indian students on our campus as a percentage of total enrollment, from 14% in 1994 to 21% in 2007. During this same time period, the average high school GPA of our entering freshmen has risen from 3.45 to 3.76. And we have more good news as we look forward to the incoming freshman class of Fall 2008. Among those who have returned Statements of Intent to Register, the average GPA is 3.84 (up from 3.81 last year), the average SATR is 1782 (up from 1774 last year) and the percentage of underrepresented minorities is 29.5% (up from 25.5% last year).

We continue to move toward greater diversity in the recruitment, retention, and promotion of minority and women faculty and staff. We make it a priority to have ethnic and gender balance in the membership of various task forces and campus committees, as well as in all search committees for senior administrators such as vice chancellors, deans, and directors. Each department is committed to the development and implementation of a detailed recruitment plan to enhance diversity.

As part of our administrative commitment to diversity and equal opportunity, we created two important leadership positions. Associate Vice Chancellor for Diversity, Equity, and Academic Policy Maria Herrera-Sobek, holder of the Luis Leal Endowed Chair in Chicana and Chicano Studies, has primary responsibility for promoting and increasing faculty diversity on campus and for policies related to issues of equity and fairness for minorities and women. Director of Equal Opportunity Ricardo Alcaíno has primary responsibility for ensuring that our campus complies with federal, state, and university policies and regulations related to equal opportunity. Our Diversity website and Diversity Forum newsletter help keep all of us informed of ongoing diversity programming, new policies and legislation, and the academic achievements and contributions of campus women and minorities.

Our commitment to diversity extends to academic programs as well. Our campus has highly regarded research centers, including the Chicano Studies Institute and the Center for Black Studies Research, and academic programs and departments, such as Women’s Studies, Black Studies, and Asian American Studies, that focus on women and minorities. We established the nation’s first M.A./Ph.D. program in Chicana and Chicano Studies in July 2003 and enrolled our first cohort of graduate students in Fall 2005, advancing UC Santa Barbara’s leadership in this very important field. Also in 2005, our Department of Religious Studies began offering a minor in American Indian and Indigenous Studies. This spring, we celebrated the 20th anniversary of Women’s Studies at UC Santa Barbara and the establishment of a new master’s and Ph.D. program. We look forward to yet another milestone in the near future with the proposed departmentalization and renaming of Women’s Studies to “Department of Feminist Studies.”

I firmly believe that our efforts to maintain and increase the diversity of our students, faculty, and staff are essential to our pre-eminence as one of the top universities in the world. I invite the support and participation of each member of our academic community in helping us achieve our shared vision for excellence and diversity at UC Santa Barbara.
EVC’s Office and Diversity

Gene Lucas, Executive Vice Chancellor

AVC Cortez - continued from page 1

I have travelled throughout Santa Barbara County this past year with Marc Fisher, our Associate Vice Chancellor for Campus Design and Facilities, to present the campus Long Range Development Plan. It has been a very rewarding exercise to remind the Santa Barbara community of the wonderful treasure they have in their backyard in UC Santa Barbara: the accomplishments of our very distinguished faculty, the pioneering knowledge that has been generated by our research, and the impressive quality of our students.

It’s also been an opportunity to talk about our Strategic Academic Plan, and the elements upon which we have based our Long Range Development Plan. Of course, diversity is one of the main principles on which we have pledged to base our future growth. This derives from our success in making diversity an integral part of our campus activities and endeavors at all levels.

This year we have had additional opportunities to put this principle into practice, with an increasingly diverse pool of candidates for faculty positions, and opportunities to grow the diversity of our student body.

We had an extraordinarily rich pool of underrepresented minorities in our freshmen applicants this year, and we took additional measures to recruit them to UC Santa Barbara. We have been rewarded with our most diverse incoming freshmen class ever, with 190 African American and 1180 Chicano/Latino students submitting SIR’s.

This continued growth in the Chicano/Latino student population advances us further toward becoming the first Hispanic Serving Institution in the elite group of American Association of Universities. This will carry with it both enhanced opportunities as well as new responsibilities. So we have set this as a goal and begun to prepare ourselves for this momentous occasion. We look forward to an expanded discussion on campus about how best to achieve this.

Mr. Cortez stated, “I feel so fortunate to be able to work with such high-caliber faculty, staff and students who have a tremendous reputation throughout the country.”
When UC Associate President Linda Williams and Presidential Staff Fellow Amy Levine hit the road last year they had one goal: Find out what UC women need to develop professionally and advance their careers.

They found out. And they mean to do something about it.

“I think it is important for the institution to acknowledge that career development and advancement for women is important,” said Williams.

In the last half of 2007, she and Levine, along with UCOP Assistant Vice Provost for Equity and Diversity Sheila O’Rourke, visited with women at all 10 campuses, Lawrence Berkeley National Laboratory and their own Office of the President. At each location they held an open forum - titled the Creating Change Initiative - which attracted 2,085 faculty and staff. What they heard at those forums has inspired a universitywide effort to empower women’s advancement and leadership.

While women make up 64.8 percent of the UC work force, according to the October 2007 Career Staff Workforce Representation Summary, they hold 31.7 percent of senior management jobs.

“What a woman may have needed in the early stages of her career will change significantly throughout her advancement. We need to make sure to assist in helping her change the tools in her toolbox.”

Williams and Levine have recommended establishing a systemwide status of women advisory committee and a similar advisory committee on every campus that doesn’t already have one. (Berkeley, Davis, San Diego, San Francisco and Santa Barbara have them.) Each of the 10 campus committees, as well as OP and LBNL, will have a representative on the systemwide committee, which will begin organizing in the first half of 2008. UC President Robert Dynes and each of the 10 chancellors have endorsed the idea, said Williams.

The systemwide Status of Women Advisory Committee will serve as a clearinghouse for sharing ideas about creating more opportunities for women staff, faculty and students. Campuses that have successful programs will serve as role models.

“There are some phenomenal programs out there that are good models on the campuses,” said Williams. “Some of those should be transported to other campuses.”

At each Creating Change Initiative forum, participants were asked what at UC works best to advance the careers of women. Among the top responses, said Levine, were training and professional development, mentorship programs, and work-life balance initiatives such as flexible schedules and affordable child care.

On the flip side, when asked what most inhibits the advancement of UC women, participants cited the lack of training opportunities, mentorship programs and work-life balance initiatives. Many of these issues affect male staff as well.

“It’s been very inspiring to meet all the women and receive their input,” said Levine. “However, it’s been very frustrating to hear about the obstacles in their career paths.”

Some women staffers who attended forums said they’d never heard of the programs or policies other women on their campus were talking about or that their supervisor didn’t support them taking advantage of the programs. That points out the need, Levine said, for equal access to training opportunities and programs that help boost UC women up the career ladder.

Levine, who works two days as week as a presidential fellow at UCOP, is executive director of the Center for Gender Equity at UC San Francisco. She is also the organizer of Women Leaders: A Symposium About Women in University Settings. Since 1998, the symposium has been held in San Francisco every two years.

This article was written by Donna Hemmila, UCOP Office of Strategic Communications, and first appeared in the January 2008 edition of ‘Our University.’
Congratulations Newly Tenured Women Faculty!

In celebration of the Newly Tenured Women at UCSB, the 9th Annual Luncheon was held in their honor on Thursday, February 7, 2008, 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!

Chancellor Henry T. Yang, Tamara Afifi, Communication; Debra Blumenthal, History; Janis Caldwell, English; Tara Yosso, Chicana/o Studies; Executive Vice Chancellor Gene Lucas. Not Pictured: Laurel Beckman, Art; Grace Chang, Women’s Studies; Rita Raley, English; and Laura Romo, Education

UCSB and Diversity

Transatlantic Voices 2008: International Symposium of Native North American Literatures and Cultures

UC Santa Barbara, Oct. 19
Cal Poly, Oct. 20-21

On September 13, 2007, the United Nations General Assembly adopted the Declaration on the Rights of Indigenous Peoples, bringing to conclusion a twenty-year period of negotiations between nation-states and indigenous peoples.

Inspired by the international spirit of collaboration of the Declaration, Cal Poly will host a two-day symposium celebrating Native literary studies in an international context with an opening day hosted by UC Santa Barbara. Scholars of Native North American Studies in Europe, Taiwan, and the United States along with major Native American writers and intellectuals will convene at Cal Poly with students and community members to reflect on the historical encounter between Europe and Native North American peoples and discuss the current status and future orientation of Native North American Studies in an increasingly global, transnational world.

The symposium will feature distinguished Native American writers and critics Gerald Vizenor (Anishinaabe), Gordon Henry Jr., (Anishinaabe), Kimberly Blaeser (Anishinaabe), Jim Barnes (Choctaw), Ines Hernández Avila (Nimipu/Nez Perce) and Robert Gish (Cherokee) along with the presence of speakers across a range of academic disciplines.

Bakke Presentation—continued from page 1

The keynote address at the event, Beyond Bakke: New Directions for Minority Access to Higher Education, was presented by Goodwin Liu, Assistant Professor of Law and Co-Director of the Chief Justice Earl Warren Institute on Race, Ethnicity, and Diversity, UC Berkeley School of Law. The event was tied to the release of the groundbreaking new book Realizing Bakke’s Legacy: Affirmative Action, Equal Opportunity, and Access to Higher Education (Stylus, 2008). Co-editors of the volume Patricia Marin, a researcher/lecturer at the Gevirtz School, and Catherine L. Horn, a professor at the University of Houston, both gave presentations and took part in a book signing at the end of the symposium.

Invited panelists included Jane Close Conoley, Dean of the Gevirtz School, UCSB; Gale M. Morrison, Dean of the Graduate Division, UCSB; Melvin L. Oliver, Dean of the Division of Social Sciences, UCSB; Angelo N. Ancheta, Assistant Professor, Santa Clara University School of Law; Michele S. Moses, Associate Professor, University of Colorado-Boulder; George Lipsitz, Professor, Dept. of Black Studies, UCSB; John T. Yun, Assistant Professor, the Gevirtz School, UCSB; Stella M. Flores, Assistant Professor, Vanderbilt University; Richard Durán, Professor, the Gevirtz School, UCSB; Britt Ortiz, Director, Early Academic Outreach, UCSB; and Yolanda Garcia, Assistant Vice Chancellor, Student Academic Support Services, UCSB.
The Bren School was visited in February by Jerome Ringo, president of the Apollo Alliance, a coalition comprising business, labor, faith and conservation groups, as well as farmers and others united to forge a new energy future that will both create jobs and reduce America’s dependence on fossil fuels and foreign oil.

Ringo, who was the Bren School’s keynote speaker at the 2007 Commencement exercises, led a career workshop for Bren master’s students and gave an evening presentation at which he spoke about environmental justice, especially in the context of New Orleans and Hurricane Katrina, and the need for the poor and people of color to be part of the environmental discussion. A Louisiana native, Ringo joined his wife, Mary, to assist evacuees from New Orleans after Katrina, and were themselves evacuated along with their four children from their home on Lake Charles, Louisiana, when Hurricane Rita swept through the Gulf several weeks later.

Ringo is an environmental pioneer. He was the sole African-American delegate at the Global Warming Treaty negotiations in Kyoto, Japan, in 1998, and he broke new ground as the former chairman of the board of the National Wildlife Federation, becoming the first African-American to lead the board of any major conservation organization. During his time as chairman, Ringo was named “the most interesting environmental leader in the United States” by The Nation magazine, and was among Ebony magazine’s “most influential African-Americans.”

Ringo spent 20 years working in Louisiana’s petrochemical industry, during which he observed the disproportionate amount of cancer and other toxics-related health problems...
Diversity, Gender and Leadership: 
Women of Color Breaking Barriers

by Mary F. York, UC-DIGSSS Graduate Diversity Coordinator

Under the leadership of an executive committee consisting of graduate students from the Graduate Student Collective (GSC), Asian Pacific American Graduate Students (APAGS) and UCSB staff, the 2nd Annual UCSB Women of Color Brunch identified itself as an event that can bridge the diversity gap and break barriers for women of color on the UCSB campus.

On March 3, 2008, nearly two hundred faculty, administrators, staff, graduate and undergraduate students came together to be inspired, network, learn about retention, build collaboration across disciplines, and examine mentorship. Specifically, the event highlighted the myriad of ways women of color in academia cross barriers of ethnicity, language, and disciplines in order to succeed in their personal and professional goals.

In order to honor the contributions of women of color to the professional, academic and cultural climate of the UCSB campus, this event was supported by donations of financial support from small campus offices to divisional deans. Guest speakers included: Dr. Judy E. Sakaki, Vice President Student Affairs, University of California Office of the President; Dr. Maria Herrera-Sobek, Associate Vice Chancellor of Diversity, Equity and Academic Policy; and Women’s Studies Assistant Professor Mireille Miller-Young.

Participants commented that the keynote speakers, the inclusiveness of the event, the networking opportunities and a video which showcased women of all ethnicities talking about and defining women of color as those activities that were most enjoyable; but, most of all, participants left the event with a sense of community, support and affirmation.

The 2008 Executive Committee members would like to extend a deep and heartfelt thank you to all of those who contributed their time, energy and financial support to make the event a huge success. Next year, the event hopes to reach further into the larger Santa Barbara community and target women of color on the Santa Barbara City College campus as well.
1988—George W. H. Bush was seeking the Presidential nomination by accusing his Democratic opponent of being “soft” on crime for paroling a convicted rapist, using a feminist issue to promote fear and racial hatred. Benazir Bhutto became the Prime Minister of Pakistan, the first woman to head an Islamic nation.

The initial volume of NWSA Journal appeared. Closer to home, a dedicated group of feminist professors, after hundreds of faculty petitioned in their support, and with the administrative know-how of one of them, then Associate Dean of Humanities Ursula Mahlendorf, organized the UCSB Women’s Studies Program. Twenty years later, we celebrate the past, present, and future of our program.

Commitment to multiculturalism and internationalism, the terms used two decades ago to denote intersectional and transnational/global perspectives, distinguished Women’s Studies at UCSB from the start. “The UCSB Women’s Studies Program...is committed to the principle of incorporating racial, ethnic, and cultural diversity in both research and teaching on the experience of women,” so Sarah Fenstermaker (Sociology), Patricia Cline Cohen (History), Mahlendorf (Germanic, Oriental and Slavic Studies), and Barbara Voorhies (Anthropology) pledged in proposing the establishment of the program in February 1987. Faculty making up with initial steering committee in-
Since their first show in 1990, Raíces de mi Tierra folklórico dance group has made a unique contribution to UCSB’s cultural diversity. The group’s main purpose as a student-run non-profit organization is to promote and cultivate the study and performance of native Mexican and Chicano dance forms from various regions of Mexico. In concordance with this objective, Raíces de Mi Tierra annually produces a professional quality performance in the month of May at Campbell Hall. Each year’s performance outdoes the last, and consequently, the popularity of Raíces de mi Tierra continues to grow. This year was no exception as Raíces performed for a packed house at Campbell Hall on May 17th. In order to make the annual show possible, which includes facility rental, costumes, and musical entertainment, they have fundraisers throughout the year and seek sponsors from the community. The group also performs year-round by request on campus, at local schools, and for other non-profit organizations.

Raíces also sponsors a community outreach program called Semillas de mi Tierra. This program teaches Isla Vista elementary children the fundamentals of Mexican folklore dancing. Semillas provides students with important exposure to the arts as well as a much-needed after school activity. After their weekly practices, the young dancers also receive tutoring in their academic subjects. At the annual performance, Semillas de mi Tierra is given the opportunity to demonstrate their year’s growth and hard work by performing with Raíces de mi Tierra.

Congratulations to all of the dancers on a successful 18th annual performance!
On March 17, 2008, the Senior Women’s Council along with the Offices of Chancellor Henry Yang, Executive Vice Chancellor Gene Lucas and Associate Vice Chancellor for Diversity María Herrera-Sobek sponsored a workshop highlighting the frequent obstacles professors encounter when climbing the ranks of academia. Problems concerning opportunities for promotion, research, and retooling were recognized by a panel: Professor and former Acting Dean of Humanities Pat Cohen (History), Professor and Associate Dean of Social Sciences Beth Schneider (Sociology), Professor and Department Chair Anna Everett (Film and Media Studies), Professor and Associate Dean for the Division of Mathematical, Life and Physical Sciences Ruth Finkelstein (Molecular, Cellular and Developmental Biology) and Professor Guofang Wei (Mathematics). The panel was moderated by Senior Women’s Council Co-chair Celine Parreñas Shimizu at the McCune Conference Room.

The panel began with an overview by Associate Professor Shimizu regarding the questions informing the panel: Who gets stuck at the Associate Professor rank and why? Does service work derail careers? Is the rank ladder too short or too long? How do book or article fields create different pressures? She ended with the need to get more systematic data around issues of promotion to Full Professor.

The panelists represented Full Professors with distinguished service experience across the disciplines of UCSB.

Professor and Former Acting Dean Patricia Cohen (History) makes a radical proposal: get rid of the Associate Professor rank all together. Why do we need this rank at all? It is an obsolete step based on a 19th-century model, thus “prolonging the adolescence” of professorship, a framework that was offered by Professor Cohen as a way to convey the struggles of promotion within academia. Cohen observed that some other UCs utilize a Step V at the associate rank, providing more steps to reward progress; at UCSB, however, Associate III is where most faculty get “stuck.” Since most new hires now start at Assistant II and III, young professors go to Assistant V and roll to Associate II when they achieve tenure, further shortening the associate ladder. Professor Cohen suggested that UCSB could reinstate Associate V and allow IV to become a routine step. Professors begin with a fast-paced workload at first, but the difficulty of achieving full professorship is realized soon after Associate Professor has been reached.

Getting "stuck" in these ranks does not mean forever remaining trapped in the position, however. By increasing academic visibility through guest lectures, publications and campus involvement, both Professors Ruth Finkelstein (MCDB; Associate Dean for the Division of Mathematical, Life and Physical Sciences) and Anna Everett (Film and Media Studies; Department Chair) acknowledged the various ways in which faculty could promote themselves while contributing to the intellectual life of the community and campus.

Professor Beth Schneider (Sociology) also noted that such intensification of professional demands may compromise the productivity of faculty. It was noted that Assistant Professors tend to have more time off to conduct their research, and have more opportunities to get funding. Once a scholar is awarded Associate Professor however, commitments and obligations build up along with the dwindling of both time and resources. “It seems as if people get punished for being promoted.” Professor Schneider acknowledged promotion – especially after tenureship – is like “an end of a marriage”: after a book gets published, what comes next? “Often, there is a lack of planning in intellectual life for such a long period of time and professors actually do better if they’re already planning their second project.”

Another solution offered by Professor Anna Everett was to apply for and obtain fellowships that would allow for sabbaticals to be taken and research to be done during this time away from teaching. Professor Everett says to take advantage of the network continued on pg. 12
you build throughout your career and respond to opportunities for publication and funding offered by these relationships. It is important to note that fellowships and grants can be seen as opportunities to collaborate with others as well. Being supportive of other colleagues in various fields of research, and both at UCSB and elsewhere, will only provide benefits to those who make the effort.

Professor Ruth Finkelstein underscored another issue, especially salient to new mothers in the academic field. New parents find it difficult to travel and thus, are hindered in their progress to Full Professor. Belonging to the "sandwich generation" positions professionals caught between maturing children and aging parents, and proves to be a shared experience to many members of faculty. Professor Guofang Wei (Mathematics) suggested that as an alternative to traveling away from the family, one could arrange for conferences and events on-site and invite colleagues from other institutions to come and speak.

Audience members included many of UCSB’s own faculty, and important issues were raised following the guest speakers. Professor Sarah Fenstermaker (Sociology) made note of the issue of the quantity of work versus its impact on the discipline. This was raised to highlight the increased expectations for professorial evaluations: “[Research] is supposed to change the discipline in some sort of way which follows on the heels of promotion to Associate Professor.”

Professor Adrienne Edgar (History) was citing from the president of the American Historical Association’s recent article in the AHA Newsletter when speaking about “rethinking standards for the second book.” How can we value other kinds of work beyond the mania of the sole-authored article or manuscript so that synthetic, secondary source-based research, edited volumes, and the production of teaching materials should not count as zero in the promotion process? In addition, it is very difficult to spend lengthy periods of time on research trips that are required by certain fields.

One of the main challenges faced by Associate Professors was raised by another audience member, who noted that with public school systems deteriorating and housing prices becoming more of an issue, professors are now working summers for money instead of conducting the research needed to attain promotion. Outside forces as well as inside have been and are continuing to be just a few of the challenges that are handled by professors in academia, but Professor Eileen Boris (Women’s Studies) underscored that the “transparency of the process is a key to success.” When faculty understand through participation on the departmental level what they need for merit and promotion through serving on evaluation committees of their colleagues and being involved with cases, they learn the expectations. When CAP and other reviewing agencies clearly communicate criteria and explain the process, faculty benefit.

The event concluded with the important need to build networks and create a supportive community so that Associate Professors may progress and advance. Discussion was had about how both Chairs and Deans need to help improve departmental climates, especially when they are unsupportive. Associate Professors should be in touch with the Chairs and their Deans to address how to improve the atmosphere in which they work. For example, concerns were expressed concerning new family friendly policies and how they affect new parents. All the new data and new rules in the Red Binder should be freely shared with all departmental Chairs so that new information is available when making decisions about faculty needs.

The Senior Women’s Council was founded in 1993 to create a forum for defining and actively addressing issues that promote gender equity and diversity at UCSB, a concern that has relevance for all facets of the campus community. The direction of SWC’s program is shaped by input from all tenured women who attend the annual SWC Spring Luncheon. The Council also hosts a Happy Hour event in the Fall and many workshops and activities throughout the academic year, to encourage the voices and opinions of all members of UCSB faculty.
A. An academic appointee who accrues sick leave shall be granted childbearing leave with full pay to the extent of her sick leave credit. Childbearing leave may also be covered as a Family and Medical Leave (APM 715). Family and Medical leave, if applicable, will normally run concurrently with approved childbearing leave.

B. An academic appointee who does not accrue sick leave and who has served in her title or any faculty title for at least one year will receive full pay for up to 6 weeks during the period of time she is unable to assume her normal University obligations due to the birth of a child.

C. An academic appointee who does not accrue sick leave and who has served in her title for less than one year will receive full pay for approximately the period that would be accrued during the appointment in accordance with the accrual rates in APM 710-18. If additional time is needed, leave without pay will be granted for the necessary period. However, members of the Academic Senate will be covered by B) above, regardless of length of service.

D. The request for Childbearing Leave shall include a statement of the projected delivery date.

E. Academic appointees are eligible for parental leave for purposes of carrying out childbearing and/or childrearing responsibilities. Whenever possible, parental leaves should be requested at least three months in advance. Parental leave without pay may be granted for up to one year to any academic appointee for the purpose of caring for a child. Normally, this unpaid leave, when combined with childbearing leave and/or Active Service Modified Duties, shall not exceed one year for each birth or adoption. A leave cannot be approved beyond the end date of the appointment and shall not extend beyond June 30 of the academic year in which the leave is granted (APM 759). If the leave period crosses academic years, a second departmental endorsement is required and separate distribution lines should be entered into the payroll system.

Women’s Studies—continued from page 9

program, as has our continued combination of activism with scholarship. We are proud of our collaborations with the Women’s Center, the Resource Center on Sexual and Gender Diversity, the Multicultural Center, Black Studies, Asian American Studies, and Chicana@ Studies, as well as all the departments of our faculty affiliates, now numbering nearly fifty, especially those involved with the emphasis program.

In 2008, we are on the verge of a name change to the Department of Feminist Studies—with recently approved M.A. and Ph.D. degrees. With the expansion of the program to include LGBTQ studies, growing interest in gender, expansion of women of color feminisms and transnational perspectives, dedication to reproductive justice and the ending of all forms of violence, and renewed attention to class, we choose “feminist studies” as the name that could encompass a critical stance untethered to any normative body. We invite discussion on the evolving meaning of feminism itself.

What a difference twenty years makes! Those who were outsiders now hold important university positions. Pat Cohen was acting Dean of Humanities in 1997; today Sarah Fenstermaker directs the Institute for Research in the Social, Behavioral, and Economic Sciences (ISBER), while Leila Rupp has joined Beth Schneider as an Associate Dean of Social Sciences. In anticipation of our Ph.D. program, we are initiating a drive to fund graduate education in Feminist Studies and invite donations from all, no matter the amount. Community building requires efforts by all of us according to our means and talents.

As we mark our anniversary in 2008, we honor those whose vision built for the future, looking back as we move forward to reshape Women’s Studies for the 21st century. We invite you to work with us for the next twenty years—and participate in the festivities during this one.
**UCSB UC LEADS Symposium Showcases “Next Generation” Undergraduate Research**

Over 100 students attended the 2008 UC LEADS (University of California Leadership Excellence through Advanced Degrees) symposium, held March 1st and 2nd in the Corwin Pavilion at UC Santa Barbara. The UC LEADS Research Symposium is a prestigious annual event that showcases the academic research of advanced undergraduate researchers from across the University of California system.

“I’m very excited to have this chance to present my research in public,” said UCSB student and UC LEADS participant Christian Cortés. “We have all worked so hard on our projects over the last year; it’s great to share our research findings with other UC students and faculty.”

Monique Limón, Director of the UC LEADS program at UCSB, said that “UC LEADS is a fantastic program for the students, and the annual symposium is a wonderful event. In addition to the workshops that help scholars prepare for graduate school and professional careers, the students receive mentorship from faculty and academic researchers at the top of their fields in science, technology, engineering, and mathematics.”

The UC LEADS program provides educational and research opportunities for under-represented students pursuing careers in science, technology and engineering, and mathematics. Students accepted into the program work with a UC faculty mentor to develop original and meaningful scientific research. Sponsored by the KORET foundation, the conference provides undergraduates from all over the state of California opportunities to showcase their projects.

More information on UC LEADS program can be found on the UC LEADS website: [http://www.ucop.edu/ucleads](http://www.ucop.edu/ucleads).

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**Special Events and Diversity**

**Luis Leal Film Premiere**

To close out the celebration of Professor Luis Leal’s extraordinary contributions over 100 years of life, the documentary film *Luis Leal: A Journey of 100 Years* premiered on May 5th, 2008, to a crowd of over 100 spectators at the McCune Conference Room at UCSB. Professor Leal was in attendance and supported by his son, Antonio Leal. Professor Leal is considered to be the leading expert in Mexican, Latin, and Chicana & Chicano literature.

Speakers included Executive Vice Chancellor Gene Lucas, Associate Vice Chancellor María Herrera-Sobek, Professor Francisco Lomeli, and Professor Mario García. The event was co-sponsored by Office of the Chancellor; Office of the Executive Vice Chancellor; Associate Vice Chancellor for Diversity, Equity, and Academic Policy; Office of Academic Preparation; Office of Equal Opportunity; Department of Spanish and Portuguese; Latin American and Iberian Studies; Department of Chicana and Chicano Studies; Chicano Studies Institute; Luis Leal Endowed Chair; MultiCultural Center; and Mexican Consulate of Oxnard.

**UC LEADS Scholars, Mahdi Diab & Laura Dekker**

Chancellor Henry T. Yang poses with Professor Caroline Kane of UC Berkeley.
This new exhibit, running from April 15 through June 30, recognizes some of the legendary music makers whose collections were established in CEMA. It is located in the exhibition room of the Department of Special Collections, 3rd floor of the Davidson Library.

Curated by CEMA director Sal Güereña, the exhibit traces the genesis and evolution of Chicano and Latino music through the past seventy years. The Bolero, the Mambo, the Corrido, Swing, Boogie, Tex/Mex— all are all woven into the fabric of the Latino cultural heritage. These include Lalo Guerrero, often called the “Father of Chicano Music;” Don Tosti, known as the “Godfather of Latin Rhythm and Blues;” and Adelina García, fondly remembered as the “Queen of the Mexican Bolero.” The exhibit shows how these artists were masters of cultural innovation as well as musical adaptation.

The exhibit engages the senses through the visual arts and the theater arts, as well as music. Take a minute to listen to “The A Train,” which Tito Puente re-casts as “Tren Expreso” set to a mambo beat. Through the first-time use of Guide by Cell in an exhibit here, visitors can use their cell phones to listen to the music, including historic 78 rpm disks reformatted for use in this exhibit. Interpretive texts, photos, artifacts, and historical documents from these collections round out the displays. UCSB Prof. Dolores Inés Casillas and Prof. Anthony Macias (UC Riverside) are faculty advisors to the exhibit and contributed texts, as did Prof. Deborah R. Vargas (UC Irvine) and UCSB graduate students Russell C. Rodríguez and José Anguiano Cortez. The exhibit highlights through the graphic arts renowned singers and groups whose collections are not housed in CEMA but whose iconic cultural status is visually represented in CEMA’s voluminous silkscreen archives. Included are those of Self-Help Graphics & Art as well as the early Chicano rockers “Malo” and 50s singing star Ritchie Valens, whose life was depicted by writer/director Luis Valdez in the Hollywood film “La Bamba.” The papers of Valdez and the archives of the theater company he founded, El Teatro Campesino, are replete with the richness of Latino music traditions, from Corridos to Zoot Suit, also displayed in the exhibit.

This exhibit is not a comprehensive survey of Latino music and not all the genres are represented; however, what is evident here are the remarkable accomplishments of memorable music makers whose talents and achievements earned them a treasured place in Latino music history.

Use your cell phone and enter phone number (805) 357-4694, wait for prompt, and then enter selection number followed by the pound sign.

There are 41 individual songs:
1 - 8 Mambo
9 - 10 Rhumba
11 - 15 Bolero
16 - 20 Corrido
21 - 23 Boogie and Swing
24 - 26 Zoot Suit
27 - 30 Lalo Guerrero
31 - 33 Tex-Mex
34 - 36 Don Tosti
37 – 38 Chicano Punk Rock
39 - 41 Early Chicano Rock
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 2008.

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experienced by people living near industry plants and refineries. He joined fellow union members in fighting to secure a safe work environment and quality jobs, and he has long fought to empower those whose lives are negatively affected by the petroleum industry. He founded Progressive Resources Inc. to provide those communities with the technical assistance, legal counsel, and scientific advisors that would empower them in securing their rights and improving their quality of life.

The UCSB Chicano Studies Institute hosted the Sixth International Conference on the Corrido (Mexican Narrative Ballad). The event was organized by María Herrera-Sobek. The conference honored the memory of the late Lalo Guerrero, singer/composer and Professor Guillermo Hernandez (UCLA), known for his corrido-related scholarly work. Lalo Guerrero’s two sons performed musical compositions and delighted the audience with a documentary film on their father titled: Lalo Guerrero: The Original Chicano. The conference included more than thirty-two scholars and performers at the UCSB campus May 8, 9, and 10, 2008, and the Santa Barbara community center—the Casa de La Raza. The event was supported by The Arhoolie Foundation and contributed by students and faculty members from the UCSB Chicano Studies Institute.

The conference featured a panel discussion on the history, impact, and influence of the Chicano corrido. It also included a keynote address by Professor Guillermo Hernandez, who provided an overview of the corrido’s significance in Chicano culture and history. The conference also included workshops on various aspects of the corrido, including its musical and literary elements, as well as its social and political significance. The event was well attended, with attendees from across the United States and beyond.

The conference also featured a special exhibition of corrido-related artwork and photographs, with contributions from prominent artists and photographers. The exhibition showcased a wide range of artistic interpretations of the corrido, including paintings, drawings, and photographs that captured the corrido’s rich history and cultural significance.

The UCSB Chicano Studies Institute is committed to promoting and preserving the rich cultural heritage of the Chicano community. The Institute offers a wide range of programs and events that celebrate Chicano culture and history, including the Sixth International Conference on the Corrido. The Institute is proud to host this important event, which brings together scholars, performers, and enthusiasts from across the country to celebrate the powerful legacy of the corrido.