Celebrating the Newly Tenured Women of 2009

Chancellor Henry T. Yang, Executive Vice Chancellor Gene Lucas, Associate Vice Chancellor of Diversity, Equity, and Academic Policy María Herrera-Sobek, and the Women’s Center welcomed the newly tenured women faculty of 2009. The Newly Tenured Women reception was held on February 5, 2009, at the Women’s Center which is located in the Student Resource Building. Four women were honored at this event. The UCSB women faculty honorees were: Risa Brainin, Theater and Dance; Ellie Hernández, Feminist Studies; Dorota Dutsch, Classics; Stefania Tutino, History and Religious Studies. The event was generously co-sponsored by the Office of the Chancellor and the Office of the Executive Vice Chancellor. (Pictured from left to right: Chancellor Henry T. Yang, Dorota Dutsch, Executive Vice Chancellor Gene Lucas, Stefania Tutino, and Risa Brainin. Absent: Ellie Hernández).

The Multicultural Center Celebrates 20th Anniversary

The MultiCultural Center was born after underrepresented students of color at UCSB demanded the creation of a hospitable and safe place for their use. Such a space was intended to promote changes in attitudes and behaviors throughout the campus community through educational programming. Recognizing the need to be inclusive of diverse value orientations, the MCC’s mission includes combating racism, sexism, and heterosexism. The MCC and concerned students, faculty, and staff continue to resist and confront persistent forms of group oppression. In addition to continuing to provide a safe place for students of color, international students, and gay, lesbian, and bisexual students, the Center serves as a bridge to the entire campus community. It strives to support activism and maintain a mutually supportive relationship within the UCSB community, with the goal of working together in pursuit of a more just society.
This is the third year we have been publishing our Diversity Forum newsletter and I am pleased to inform you that the response to our requests for articles has been outstanding. I thank you for making this newsletter an excellent vehicle through which we can publicize the activities of UCSB departments and other groups to promote diversity on our campus.

As in previous issues, I highlight in this brief report some of the activities and initiatives taking place at UCSB related to diversity. At the top of my list are the new benefits for faculty that have been instituted recently. This past March, UCSB signed a contract with the Work Options Group to provide a pilot program of emergency child care/adult care for our faculty at the assistant and associate professor rank. For a detailed description of the Backup Care Program please see page 9.

In the past few years, UCSB has been the recipient of several awards related to our campus and its commitment to diversity. Last fall, the magazine DiversityInc, in its October 2008 issue, published the article “The DiversityInc Top Colleges and Universities.” The article named the top colleges and universities with respect to diversity issues. UCSB was ranked in the top five together with Cornell, Duke, Kean, and Rutgers universities. DiversityInc stated: “The five schools we selected showed a consistent high-level commitment to diversity in all four areas we surveyed. Based on the DiversityInc Top 50 model, the four areas were Human Capital, President/Chief Academic Officer Commitment, Communications and Supplier Diversity.” (p. 71).

UCSB continues to increase its diversity with respect to our undergraduate student population. We now have 21% Chicano/Latino; 18% Asian/Pacific Islander; 3% Black/African American; and 1% American Indian/Alaskan students. (Please see pie chart below for details.) With respect to gender, the numbers for our undergraduate student population are: 54% female (10,248) and 46% male (8,644). As always, I continue to work with various campus organizations such as the MultiCultural Center, the Senior Women’s Council, and other groups on campus that sponsor informative and relevant events related to diversity issues.

I thank our UCSB community for your continued support and look forward to hearing from all of you regarding ideas, initiatives, and suggestions designed to improve campus diversity.
A Message from the Chancellor
by Henry T. Yang

In February 2009, the University of California Board of Regents approved changes to the university’s requirements for freshman admission, following recommendations made by UC’s Academic Senate. The UC also endorsed the financial aid plan proposed by President Mark Yudof, intended to support college access for lower-income families and students.

These actions are consistent with our commitment to excellence, diversity, accessibility, and affordability. We continue to seek ways to provide the broadest possible student access to an affordable, high-quality education, while ensuring that we have a student body that is academically prepared and encompasses the diversity of our great state and nation.

Our new Blue and Gold Opportunity Plan commits to providing enough scholarship and grant assistance to at least fully cover the systemwide UC fees for eligible undergraduates and families with incomes below the state household median of $60,000 per year. During these challenging budgetary times, we are glad to be able to communicate to students and families the message that we want them here, and that we are going to work with them to help ensure the affordability of their UC education.

I would like to take this opportunity to thank all of our faculty and staff colleagues, students, and alumni who joined my wife, Dilling, and me in traveling to Los Angeles and San Jose for this year’s regional receptions to recruit a new freshman class that is both academically gifted and exceptionally diverse. Although we reduced the number of our regional receptions this year due to the budget challenges, we still had the opportunity to speak with hundreds of students and their family members about our university and our unique campus life. We congratulated this high-achieving group of students on their admission to UC Santa Barbara, and encouraged them to consider becoming part of our thriving academic community.

We will be welcoming an outstanding and diverse cohort of new students to our campus in the fall. I look forward to updating you in our next newsletter about our enrollment picture for 2009-10.
A Message from the Executive Vice Chancellor
by Gene Lucas

In the last edition of this newsletter, I wrote about findings of a research group called the Advisory Board on the success of universities in hiring and retaining women and underrepresented minority (URM) faculty. Their findings suggest that the largest decrease in women and URM students entering kindergarten that ultimately end up as tenured faculty occurs in the K-12 environment, and thus growth in diversity in the faculty in higher education will be slow until this is fixed. However, we can take advantage of best practices that universities employ to help us get ahead of this slow growth curve. One of these is to engage more faculty in the process. To this end, María Herrera-Sobek and Ricardo Alcaíno have been busy meeting with search committees to alert them to the tools that are available to ensure applicant pools reflect the availability of women and URMs in their respective fields. As noted later in this newsletter, we have also been participating in the Partnership for Faculty Equity and Diversity with four of our sister campuses to develop leadership -- from department chairs on up -- that is knowledgeable about the importance of diversity to our institution, the effects of unconscious bias in inhibiting this, and best practices in recruiting. Those of us who have been to Partnership workshops have greatly benefited, and I would encourage department chairs to try it out when Maria extends the offer.

A Message from the Director of the Office of Equal Opportunity
by Ricardo Alcaíno

During the year that I have been at the university, I have come to realize that there are many staff and faculty on our campus who not only believe in equal opportunity and affirmative action but are also actively engaged in implementing these practices. One of the missions of the Office of Equal Opportunity (OEO) is to ensure the gender and ethnic composition of faculty at the university reflects the available labor force in a specific field. We do this by reviewing the outreach plans and the selection processes for faculty. This has afforded me the opportunity to dialogue with academic personnel staff and faculty on search committees whenever I observe a matter of concern. Since the available pools of qualified candidates for faculty who identify as underrepresented minorities has been steadily increasing, I make every effort to ensure that our applicant pools closely reflect the available pools. Additionally, I am responsible for reviewing the pool of candidates to be interviewed before they are invited to campus. This allows our office to provide timely input and to work with hiring departments to ensure the university has fairly considered the available pool of candidates and can reasonably justify recommendations for the selection of candidates for interviews.

On several occasions, this process has enhanced the university’s opportunities to select the best candidate from a specific pool, either by providing additional outreach to expand the pool of applicants who may have not traditionally considered UC Santa Barbara or by expanding the pool of candidates for interview consideration. (continued on p. 8)
Senior Women’s Council

Coffee & Tea with the Senior Women’s Council
by Pauline Vo

The Senior Women’s Council hosted a well-attended “Coffee & Tea with Junior Women Faculty” on March 18, 2009. The junior women faculty breakfast provided an opportunity for all women faculty to discuss the specific concerns and pressures facing junior women faculty. It was an opportunity for senior women faculty to offer mentorship and advice. It also provided a setting for senior women to make themselves available to junior women faculty for discussion. The Senior Women’s Council was established in 1993 to support and encourage women faculty in their various roles on campus and to identify issues of equity affecting women and other faculty, including junior faculty, for the Senior Women’s Council to address each year. For more information, contact the Co-Chairs Celine Parreñas Shimizu (Associate Professor, Asian American Studies) and Pat Cohen (Professor, History).

CAREWORK: Family Issues for Faculty

CAREWORK: Family Issues for Faculty was a workshop sponsored by the Senior Women’s Council and held on November 24, 2008. This forum featured faculty presentations and discussion of the history and recent changes to family-friendly policies, current research on these issues, and personal experiences with eldercare and mothering. The workshop included presentations by Patricia Cohen (Professor, History), Celine Parreñas Shimizu (Associate Professor, Asian American Studies), Eileen Boris (Hull Professor and Chair, Feminist Studies), Julie Bianchini (Associate Professor, Education), Miriam Metzger (Associate Professor, Communication), and Vickie Scott (Senior Lecturer SOE, Theater and Dance). The workshop was supported with funding from the Offices of Chancellor Henry Yang, Executive Vice Chancellor Gene Lucas, and Associate Vice Chancellor María Herrera-Sobek.

Women & Leadership Forum

This forum addressed questions regarding the role of faculty women in leadership positions at UCSB. A distinguished panel of women faculty presented issues facing women leaders by providing their own narratives, bringing to light the obstacles and advancements on our campus and in the UC system, as well as sharing advice for women interested in pursuing leadership roles in the academy.

Presenters

Alice Aldredge
Former Chair & Professor
Ecology, Evolution & Marine Biology

Anne Bermingham
Acting Director, Interdisciplinary Humanities Center
Professor, History of Art & Architecture

María Herrera-Sobek
Associate Vice Chancellor, Diversity, Equity & Academic Policy
Professor, Chicana & Chicano Studies

Claudine Michel
Director & Professor, Center for Black Studies Research

Gale Morrison
Professor & Dean
Graduate Division

Leila Rupp
Associate Dean of Social Sciences
Professor, Feminist Studies
Lisa Oshins is an administrative analyst in the Office of the Executive Vice Chancellor. In this capacity, she provides analytical and technical support to the Executive Vice Chancellor Gene Lucas, the Associate Vice Chancellors: María Herrera-Sobek and Art Gossard, the Executive Director for Academic Affairs Jody Kaufman, and the Executive Assistant Toby Lazarowitz. She has served in this position on campus since 1999. Ms. Oshins received her B.A. degree in art history from the University of Maryland, College Park, and graduated with an M.A. in art history and museum studies from George Washington University which included a graduate internship at the Smithsonian's Hirshhorn Museum and Sculpture Garden. She began her career as an administrative assistant for the editorial offices of Smithsonian Magazine, and worked for eight years at the American Folklife Center at the Library of Congress.

The film *Poto Mitan: Haitian Women, Pillars of the Global Economy* screened on January 23 and January 26 as part of the Santa Barbara International Film Festival (SBIFF). The film examines the lives of five Haitian women and offers an insider’s perspective on globalization, the political and economic crisis in Haiti, and the resilient women who are challenging the system. It was produced and directed by Renée Bergan, a 1993 graduate of UCSB’s Film and Media Studies Program, and Mark Schuller, who received his doctorate in anthropology from UCSB in 2007.

Claudine Michel, a professor of Black Studies and director of UCSB’s Center for Black Studies Research, served as an associate producer, along with Gina Ulysse from Wesleyan University. Santa Barbara resident Mary Becker, who serves on the advisory board of the Center for Black Studies Research, was the film’s executive producer. Becker is also chair of the board of Fonkoze USA, the largest microfinance organization in Haiti. Others who provided support for the film include Eileen Boris, Hull Chair in feminist studies; Richard Appelbaum, a professor of sociology and global and international studies; and George Lipsitz, a professor of Black Studies.

*Luis Leal: A Journey of 100 Years/Luis Leal: Un Camino de 100 Años*, which traces the life of Luis Leal, a professor emeritus of Chicana and Chicano Studies at UCSB, screened on January 30 and February 1 at the SBIFF. Janette García, who wrote, directed, and edited the film, was present for both screenings.
In 2006, the Division of Social Sciences was honored by a generous gift of $500,000 from Sara Miller McCune and SAGE Publications to endow the position of Dean of Social Sciences. Dean Melvin L. Oliver, the first SAGE Sara Miller McCune Dean of Social Sciences, announced in spring 2007 that the proceeds from the endowment will be used to provide fellowships for outstanding underrepresented graduate students in UC Santa Barbara’s doctoral programs. We are pleased to announce the two recipients (described below) of the SAGE Sara Miller McCune Fellowship Program. Each fellow began his/her first year of doctoral study in fall 2008 and chose UC Santa Barbara from an array of highly ranked graduate programs. These fellows will bring to the division a demonstrated commitment to teaching and the application of research to solving social problems. We celebrate their accomplishments and look forward to their contributions as graduate students and future scholars.

Egidio Garay is a Southern California native who graduated from the Los Angeles Unified School District and went on to earn a Bachelor of Arts in Political Science from Azusa Pacific University. Egidio taught middle/high school social science while earning his master’s in political science from California State University, Los Angeles. His research interests focus on Political Psychology (with emphasis on cognition, affective components of decision-making, and the impact of information deficits on political decision-making). In collaboration with faculty mentor Eric R. A. N. Smith, Egidio intends to pursue a career in academia and hopes to advance a deeper understanding of politics, as well as challenge students and the public at large to think more systematically about political phenomena in the United States.

S. Courtney Walton earned a Bachelor of Science in Communication Studies from Northwestern University and earned a master’s in communication management from the University of Southern California. Courtney will broaden and deepen her intellectual research pursuits under the mentoring commitment of senior departmental faculty member Cynthia Stohl. Courtney has an extensive background in nonprofit management and more than five years experience developing and overseeing online communities. Courtney’s research interests involve working with data and research projects related to the attitudes and behaviors of adult internet users.
**The Gevirtz School Looks at NCLB and Beyond**

*by George Yatchisin*

University of California, Santa Barbara’s Gevirtz School presented “Accountability in K-12 Education: Where Do We Go From Here?” on February 9, 2009. Panel discussions with experts from the university, schools, think tanks, and the government examined hot button issues like “No Child Left Behind,” statewide standards, and standardized testing in an effort to discover if the accountability movement can not only assess students and schools but also help students learn and help schools close the achievement gap.

The keynote lecture at the event was presented by Dr. Susan Fuhrman, President of Teachers College, Columbia University. Dr. Fuhrman is one of the foremost national experts on state policy design and accountability. Dr. Fuhrman had previously served as Dean of the University of Pennsylvania Graduate School of Education (Penn GSE) and the school’s George and Diane Weiss Professor of Education.

Other presenters included: John Yun, Professor, Gevirtz School; Chuck Weiss, Superintendent, Santa Clara County; Julie Marsh, Policy Researcher, Rand; Liz Guillen, Staff Attorney, Public Advocates; Russell Rumberger, Professor, Gevirtz School; Patrick Faverty, Director of Joint Doctoral Program, Gevirtz School; Paul Turnbull, Superintendent, Santa Ynez School District; David Ortiz, Principal, La Colina Junior High; and Jean Rogers-O’Reilly, Science Teacher, Cleveland Elementary School. This symposium was the third in the Gevirtz School’s “Policy Goes to School Series” that examines how educational research can and should influence policy.

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**Message from Equal Opportunity Office**

*(continued from p. 4)* On more than one occasion, this has enabled department staff and faculty to hire faculty or academic staff from traditionally underrepresented populations.

While this responsibility can at times place quite a burden on our office’s resources, it has been very effective in ensuring we are recruiting and hiring the best candidates for our faculty. If you have any questions about this review process or suggestions for improvements or about additional services that we can provide, please drop me a line at ricardo.alcaino@oeo.ucsb.edu.
Institute for Collaborative Biotechnologies (ICB) Summer Research Program

Last summer the UCSB Institute for Collaborative Biotechnologies (ICB) hosted its first cohort of summer interns through its newly developed ICB Historically Black Colleges and Universities, Minority Initiative (HBCU-MI) summer research program. The program is headed by Linda Petzold, professor of computer science and mechanical engineering. Professor Petzold is also the director of the Computational Science and Engineering Integrative Graduate Education and Research Traineeship (IGERT) program.

The ICB Summer Research Program is designed to recruit and train a diverse group of students whose interests lie in the STEM (Science, Technology, Engineering, and Mathematics) research areas. The program provides a 10-week, full-time research experience for graduate and undergraduate students with all research projects being conducted in our state-of-the-art ICB labs. Each trainee was partnered with a mentor of similar interest and had an opportunity to network with other graduate students within the STEM areas. The interns were engaged in research projects under the direction of a faculty advisor and a lab mentor. In addition to hands-on learning, the program integrates professional development through research seminars, career development workshops, practice talks and presentations, as well as weekly oversight meetings.

An equally important component of the program was a set of social activities, which allowed students to see and experience California as a whole and outside the “walls” of UCSB. ICB is committed to providing strong foundations in the STEM areas for undergraduate and graduate students while establishing a pipeline into UCSB STEM graduate programs through ICB research labs. We are looking forward to the arrival of the second cohort of students in the summer of 2009. For more details about the program please visit our web site at www.icb.ucsb.edu.

Claudine Michel Receives Award from Haitian Studies Association

Claudine Michel, professor of Black Studies at UC Santa Barbara and director of the campus’s Center for Black Studies Research, has received the Haitian Studies Association Service Award. The award recognizes Professor Michel’s commitment to the advancement of Haitian studies, particularly as editor of the association’s official publication, The Journal of Haitian Studies. The Haitian Studies Association is an international education organization that promotes research on Haiti. More specifically, the association is dedicated to encouraging new scholarship and modes of pedagogy about Haiti’s history and culture. The association also disseminates knowledge about Haiti in general and celebrates the scholarly achievements and contributions of those whose research interests focus on Haiti and its people.

(continued on p. 10)
Eloy Rodríguez

In this presentation, Dr. Eloy Rodríguez examined the many natural medicines used by the early indigenous tribes of the Americas and Africa and also highlighted the “best of the west” herbs that should be routinely used to maintain excellent health for underrepresented minorities in the United States. Dr. Rodríguez pointed out that the American medical profession has neglected “ways of curing” using natural remedies and this in part has resulted in a very unhealthy minority population (young and old), whose life span is 5-15 years less than the majority of middle-income Americans.

UCSB is happy to announce the start of a pilot benefit program: Backup Care Options. This benefit is being made available to assistant and associate professors during the pilot period that began March 1, 2009. Backup Care Options can assist eligible faculty when they experience a breakdown in their normal care arrangement for their child or adult family member. Offered through Work Options Groups, this program is very affordable because UCSB covers the majority of costs for the backup care program. Faculty are billed for the co-pay after the care is received.

- $2 co-pay/hour per child for center based care
- $4 co-pay/hour for home care (rate applies for up to 3 dependents)
- 80 hours of care per employee per year, beginning March 1 2009 through February 28, 2010

This program serves healthy or mildly ill children and adults. Adult family members do not need to live with eligible faculty or even live in the same city in order to qualify for care. Faculty can use this program when their regular caregiver (including a spouse or domestic partner) is unavailable, their child’s school or day care is closed, or when an adult family member is recovering from medical treatment.

Additional information, including pamphlets that describe the various benefits associated with the program are available on the UCSB Work Life web site at: http://hr.ucsb.edu/worklife/backup_care.php. It is also important that faculty familiarize themselves with the tax implications of the UCSB paid portion of the benefit. Information is available at http://hr.ucsb.edu/worklife/pdf/Tax_Implications_for_Backup_Care_Options.pdf

To learn more or to pre-register for services, call Work Options Group at 800-557-0847, or visit www.WorkOptionsGroup.com. Eligible faculty may register immediately. Also, please view Backup Care Options’ informational video: http://www.workoptionsgroup.com/backup_care_options_video_ee.html

Claudine Michel

The association is hosted by the Haitian Studies Project in the Department of Africana Studies at the University of Massachusetts-Boston. Published through the Center for Black Studies at UCSB, The Journal of Haitian Studies is the only refereed scholarly journal dedicated solely to scholarship on Haiti and Haiti’s relations with the international community. The journal’s editorial board consists of leading national and international scholars who specialize in a wide range of academic fields, including political science, sociology, education, literature, and religion. Dr. Michel, whose research interests include the process of moral development among African-American women and youth, multicultural education, children’s literature, and educational television and religion, has written or edited several books.
Faculty and students from UC Santa Barbara’s Gevirtz School participated in the 2009 National Multicultural Conference and Summit (NMCS), which took place January 15-16, 2009 in New Orleans. Tania Israel of the Gevirtz School’s Department of Counseling, Clinical, and School Psychology was the Lead Coordinator for NMCS. This was the 10 year anniversary of the bi-annual conference, and the theme was “Advancing Our Communities: The Role of Social Justice in Multicultural Psychology.”

“Since the first NMCS in 1999, the Summit has been a unique opportunity for learning, skill-building, dialogue, and celebration in multicultural psychology,” Tania Israel says. “I’m thrilled that the 2009 NMCS was in New Orleans, where we put social justice principles into action through community service.”

Gevirtz School participants included Professor Manny Casas, who chaired the round-table symposium on “Immigration: An Integrative Path Towards Knowledge, Action and Justice,” which also featured Assistant Professor Melissa Morgan as a speaker; Professor Collie Conoley, who presented the poster “Evaluating Counseling Techniques in Cross Cultural Counseling with Mexican Americans”; and graduate students Yen-Jui (Ray) Lin, who presented the poster “Psychological Sense of Community among LGBT (Lesbian, Gay, Bisexual, and Trans-sexual) Individuals in Santa Barbara”; Michael N. Rogers, who presented “Perceptions of LGBT Community Strengths, Challenges, and Important Issues: Results from a CBPR Developed Community Survey”; and Sholeh I. Mireshghi, who with Tania Israel, presented “An Underrepresented Population: The Case of Iranian Immigrants.”

NMCS is co-hosted by four divisions of the American Psychological Association (Division 17, Society of Counseling Psychology; Division 35, Society for the Psychology of Women; Division 44, Society for the Psychology Study of Lesbian, Gay, and Bisexual Issues; and Division 45, Society for the Psychology Study of Ethnic Minority Issues) and thus deals with a broad range of diversity issues.

The mission of the National Multicultural Conference and Summit is to convene students, practitioners, and scholars in psychology and related fields to inform and inspire multicultural theory, research, and practice. Multiculturalism is envisioned as inclusive of experiences related to ethnicity/race, sexual orientation, gender, physical ability, social class, age, and other social identities. The objective of the 2009 NMCS was to promote social justice and psychological well-being for historically marginalized communities, as well as to explore links and tensions between social justice and multicultural psychology. To this end, participants exchanged knowledge, engaged in dialogue, developed skills, and honored the wisdom within their fields and cultures.
Santa Barraza: Borderlands Artist

Santa Barraza, a visual artist from Kingsville, Texas, visited the UCSB campus on March 2, 2009, and presented a lecture on the trajectory of her artwork to an appreciative audience at the Chicana and Chicano Studies Department. A native of Kingsville, she is a contemporary Chicana/Tejana artist and teaches at Texas A&M University at Kingsville.

The artist best describes her passion for creating art by thanking the tonal (spirit) of the harsh, arid and flat land of the Borderlands as her teacher and inspiration to produce. She states:

“This land, this arid, flat terrain, where the remains of my ancestors are ritualistically buried and have become part of the dust I breathe, forces me to be creative with my vision….My artistic vision comes from this timeless land. It comes from looking at the south Texas horizon line and observing the land melting into the sky -- the two merging together into infinity. I am entranced by the combination of these opposing forces -- the earth and the sky, the physical and the immaterial ethereal, blending and becoming one. This perspective inspires creativity and moves me to question the unknown, to ponder the unconscious. The creative forces come forth from this source, from this land, our mother.”

Her artwork has been widely exhibited in the United States, Mexico, Italy, and Spain. Her vita reflects a career replete with awards, appearances and lectures, exhibitions, and publications. Her art is in the permanent collections of the Museum of Texas Tech University, Mexican Museum in San Francisco, Del Mar College, Fondo del Sol Museum, South Texas Museum, Olin Museum at Bates College, the Hispanic/Latino Archives of the Tomás Ybarra Fausto Collection at the Smithsonian Institution in Washington DC, and other collections.

In 2005 Santa Barraza was awarded the Texas A&M University and Javelina Alumni Association Distinguished Research Award. In 2007 the Division of Student Affairs awarded her the Texas A&M University Faculty Award. Recently the Women’s Caucus for Art awarded her the Presidential Award for Mid-Career Achievement as part of their annual Lifetime Achievement Awards at the College Art Association Conference held in Dallas, Texas.
This year’s Leading Through Diversity symposium was hosted by the University of California, Riverside campus on January 23, 2009. Intentional Diversity was the program theme for the gathering of campus leaders from the five southern California UC campuses (UCLA, UCI, UCR, UCSD & UCSB). In light of the newly adopted UC Accountability Framework, the symposium provided participants with timely insight and practical resources to sustain equity and diversity in the professoriate. Highlights of the program included a keynote address by interim UC Provost Robert Grey, an interactive performance by the Cornell Interactive Theater Ensemble, and concurrent sessions that spotlighted best practices for work-life balance, recruitment and retention, and leadership succession. Representing UCSB were Associate Vice Chancellors Art Gossard and María Herrera-Sobek, Executive Vice Chancellor Gene Lucas, Dean of Mathematical, Life & Physical Sciences (MLPS) Pierre Wiltzius, Dean of the Graduate Division Gale Morrison, and Director of Equal Opportunity Ricardo Alcaíno.

Together the five UC campuses in Southern California have formed a Partnership for Faculty Equity and Diversity. This Partnership builds on and augments the experience of the NSF/UCI 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 and advancement of women and under-represented minority faculty at UC campuses.

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. In that respect, senior administrators, deans and their chairs are all accountable for implementing strategies to recruit, retain, and advance a diverse professoriate.

This symposium was part of a three-year National Science Foundation (NSF)-funded program among partner campuses in Southern California that focused on strategies to recruit, retain and advance women and minority faculty across all disciplines and fields. The attention to senior administrators and deans distinguishes the NSF-PAID (Partnership for Adaptation, Implementation and Dissemination) award, insofar as continued progress in gender equity and diversity in the University of California will require responsive, resourceful, and creative leadership to accelerate institutional transformation.

For more information, please visit the Leading through Diversity homepage at: http://paid.uci.edu.
Dissentation Scholar

Erica Lorraine Williams

Erica Lorraine Williams is a Dissertation Scholar in the Department of Black Studies at the University of California, Santa Barbara. She is a Ph.D. Candidate in the Department of Anthropology at Stanford University. Her dissertation, “Anxious Pleasures: Race and the Sexual Economies of Transnational Tourism in Salvador, Brazil,” focuses on the relationships between “sex tourism” and the marketing of Afro-Brazilian culture as an eroticized tourist commodity. In the winter quarter, she taught BLST 191 Special Topics: “Race, Erotics, and Globalization,” which explored the relationships among intimacy, racialized desire, and power from a transnational feminist perspective. She earned her bachelor’s degree from New York University with a double-major in cultural anthropology and Africana Studies in 2002, and completed one year of graduate work in African Studies at Yale University. In the Fall she will be starting a tenure-track position in the Department of Sociology and Anthropology at Spelman College in Atlanta, GA.

New Library Fellow: Yen Tran

by Detrice Bankhead, Associate University Librarian

Davidson Library is pleased to announce the appointment of Yen Tran as the Library Fellow. Ms. Tran is recently graduated from the University of Washington where she earned a master’s degree in library and information science. Ms. Tran’s studies at UW focused on reference and instruction in academic libraries, information technologies and applications, and the principles of information services. She received her bachelor’s degree in English and art history from Willamette University in Salem, Oregon. During her time at Willamette, Ms. Tran was awarded a research grant that centered on the work of contemporary Vietnamese artist Nguyen Thi Chau Giang. Her thesis research examined Holbein’s “The Ambassadors” seen through his representation of fabrics. Ms. Tran is fluent in Vietnamese.

The Library Fellowship is a two-year program that is designed to increase the rich diversity of professionals and to encourage the involvement and participation of entry-level librarians in academic research libraries. The program provides the recent library school graduate an opportunity to work in a culturally diverse environment, to gain professional experience, to explore the latest developments in information technologies, and to participate in a dynamic and challenging workplace. The Library Fellowship Program, now in its 24th year, is considered a distinguished and esteemed program that showcases the library and UCSB’s commitment to diversity. Ms. Tran will join a group of highly trained librarians that have gone on to become subject specialists, department heads in major research libraries, and library directors.

Since her arrival in July 2008, Ms. Tran has immersed herself in the library instruction program, teaching library skills to undergraduates, serving at the Information/Reference Desk; performing collection development for the reference collection; and serving on a number of committees including the Outreach and Publications Committee and as a liaison to the Student Library Advisory Council. Ms. Tran and three Davidson Library colleagues are currently working on a Librarians Association of the University of California (LAUC) research grant that focuses on four different methods of instruction for student learning and retention.
Welcome New Faculty: Leila Carvalho and Jennifer King

Leila Carvalho is a new assistant professor of climate sciences in the Department of Geography. She has been working for many years as a professor in the Department of Atmospheric Sciences at the University of Sao Paulo in Brazil. She earned her Ph.D. in Atmospheric Sciences in Brazil. The main focus of her research, teaching, and advising is on climate variations and changes in the Southern Hemisphere. Professor Carvalho and her research group have investigated extreme variability in climate over Antarctica and South America on several spatiotemporal scales. Their present main goal is to understand the complex inter-relationships and feedbacks between climate variations and changes in human dimensions of population.

Jennifer King is associate professor of biogeochemistry and also joined the Department of Geography this year. She earned her Ph.D. in earth system science from the University of California, Irvine. Her research focuses on the biogeochemistry of carbon and nitrogen and the influences of environmental factors on the distribution and rates of element cycling. Her current research projects include one study focusing on the effects of ultraviolet radiation on plant litter decomposition and another study examining the biogeochemistry of urban ecosystems. In addition to her research, Professor King will teach undergraduate and graduate courses on earth system science and biogeochemistry.

UCSB Provides Athletes, Department Personnel With Diversity and Inclusion Training as Part of ’Be Great’ Initiative

In January, as part of its “Be Great” initiative, the UC Santa Barbara Athletics Department held two Diversity and Inclusion workshops, one for its student-athletes and another for coaches and department administrative personnel.

The workshops, sponsored by the National Collegiate Athletic Association (NCAA), were presented by the National Consortium for Academics and Sports (NCAS). The goal of the event was to provide the attendees with opportunities for discussion about diversity in all respects: race, gender, and sexual orientation. “These workshops were just the first step in an ongoing diversity and inclusion training for our department,” said UCSB Executive Associate Athletics Director Diane O’Brien. “The diversity training was really eye-opening and helped me see certain issues from different points of view,” said UCSB softball player Jessica Beristianos.

The program was presented by the NCAS’s Keith Lee and Sharon Smith-Mauney. The ongoing diversity training for the department’s coaches and staff will be conducted by various campus resources. Included among those resources is the Intercollegiate Athletics Diversity Training Program, headed by former UCSB women’s basketball coach Mark French. The training program is designed to foster a culture within the Athletics Department that celebrates people’s diverse backgrounds and beliefs, and is safe, inclusive, supportive, and productive for all coaches, staff, and student-athletes.
The Physics Department is committed to bringing the best and brightest students to complete their Ph.D.s at UCSB. In order to do so, the department feels it is imperative that they reach out to all students interested in pursuing advanced degrees, especially those in traditionally underrepresented populations.

The central goal of the UCSB Physics Department’s Graduate Assistance in Areas of National Need (GAANN) Fellowship program is to enhance the opportunities available to students in underrepresented groups. Through grants provided by the US Department of Education, the Physics Department is able to recruit and support up to five additional outstanding students. The fellowship is competitive, and its benefits far-reaching. GAANN Fellows are exceptional students who have demonstrated the highest academic achievement, promise for a successful career, and a strong interest in fostering engagement of traditionally underrepresented groups in physics. In addition to financial support, GAANN Fellows benefit from a special mentoring program, including activities designed to improve their ability to communicate scientific ideas, both within the classroom and in informal settings; they also act as ambassadors in the department’s recruitment of women and other under-represented students. GAANN Fellows also participate in departmental outreach activities and attend conferences related to their area of research, including those sponsored by the Society for Advancement of Chicanos and Native Americans (SACNAS), the National Society of Black Physicists (NSBP), and the National Society for Hispanic Professionals (NSHP).

Office of Equal Opportunity & Sexual Harassment/Title IX Complaint Resolution Office

The Office of Equal Opportunity and Sexual Harassment/Title IX Complaint Resolution Office moved to Phelps Hall approximately a year ago. More recently, there have been some staffing changes that are outlined below.

Carol Sauceda, Director of Sexual Harassment Prevention and Diversity Education, moved from the Women’s Center to Phelps Hall in order to combine the efforts and increase the proximity of her important position with those of the Offices of Equal Opportunity and Sexual Harassment/Title IX Complaint Resolution. For those who are unfamiliar with the new Phelps Hall location, the offices occupy rooms 3211 - 3217, 3218, and 3220 of the 3rd floor, north wing, to the left of the main elevators.

In addition to combining their efforts, the two units recently welcomed a new office manager to perform general office duties for both departments. Nadia Tapia joined the team on November 10, and she is a valuable addition to the office.

The Offices of Equal Opportunity and Sexual Harassment/Title IX Complaint resolution are here to help the various campus constituencies address issues of discrimination, diversity, and harassment. Please feel free to contact any of the individuals listed below if you have questions or concerns related to their areas of responsibility.

- Ricardo Alcaino, Director, Office of Equal Opportunity, 893-4504, ricardo.alcaino@oeo.ucsb.edu
- Carol Sauceda, Director of Sexual Harassment Prevention and Diversity Education, 893-3442, carol.sauceda@oeo.ucsb.edu
- Nadia Tapia, Office Manager, Offices of Equal Opportunity and Sexual Harassment/Title IX Complaint Resolution, 893-2701, nadia.tapia@oeo.ucsb.edu
- Paula Rudolph, PhD, Sexual Harassment/Title IX Complaint Resolution Officer, 893-2546, paula.rudolph@shot9.ucsb.edu
- Kristen Gibson, Analyst, Offices of Equal Opportunity and Sexual Harassment/Title IX Complaint Resolution, 893-5410, kristen.gibson@shot9.ucsb.edu
Center of Black Studies Research Hosts Barack Obama Inauguration Celebration

by Amy Ramos

Although it was not, strictly speaking, a scholarly endeavor, the Center for Black Studies Research was proud to have host a campus celebration to witness the historic inauguration of Barack Obama as 44th President of the United States. Nearly a hundred faculty members, university administrators, staff, and students gathered in the Mosher Alumni House on the morning of January 20 to watch the inauguration of the nation’s first African-American president and to share this special moment with each other. Longtime friend of the Center Anita Mackey put the historic event into personal perspective when she reflected on her father, who had sued the City of Riverside in 1921 for allowing his daughters to swim in the municipal pool only on Mondays, when the water was changed. “I know what it is to be refused,” said 95-year-old Mrs. Mackey, a Santa Barbara community leader who served on the Advisory Board of the Center for Black Studies Research for more than thirty years.

Plenty of tears were shed — “I couldn’t help but weep,” said Mrs. Mackey, thinking of her late father-in-law who had been a slave — but the overall mood at the event was jubilant. As Chancellor Henry Yang told local television station KEYT, which covered the event, “All of our campus is full of celebrations everywhere.”

First-Year Students Recognized at W.E.B. Du Bois Event

Every year, two student awards are presented to ACE (Academic Communities for Excellence) students at the W.E.B Du Bois Event: The Maureen Driscoll ACE Writing Award (given to an outstanding writer and student from the previous year’s writing ACE classes) and The Yolanda Garcia Community Service and Social Justice Award (given to a student actively involved in his or her community in political, social, sexual, or cultural causes). The writing award winners this year are Esmeralda Carranza and Evanne St. Charles. Esmeralda was nominated for her work ethic, participation in the course, and impressive improvement over the course of the writing sequence. One of Esmeralda’s essays was chosen to be included in “Starting Lines,” a campus publication that honors the best student writing in Writing 1. Evanne St. Charles was nominated for her critical thinking skills and excellent writing in the course. She received an A+ in both writing courses she took with Jennifer Johnson. Both students received prizes, funded by the Susan McLeod Fund.

Patricia Monroy won this year’s community service award, which includes a $1000 scholarship provided by the Yolanda Garcia Fund. Patricia Monroy is involved in many organizations that focus on outreach and community service, such as Hermanas Unidas, Ladies of Distinction, and the Rape Prevention and Education Program in the Women’s Center.

Over 80 first-year students and a dozen graduate students, representatives from the Educational Opportunity Program, and faculty from the Writing Program participated in this year’s W.E.B. Du Bois Event on February 18. Intended to inform first-year students about the opportunities of graduate school, the Du Bois Event is hosted by the Academic Communities for Excellence faculty within the Writing Program, the Writing Program, and the Educational Opportunity Program. Professor Marc McGinnes, from the UCSB Environmental Studies department, gave the keynote lecture.
In her new book, *Urban Protest in Mexico and Brazil* (Cambridge University Press, 2008) Kathleen Bruhn, a professor of political science and director of UCSB’s Latin American and Iberian Studies Program, examines how protest behavior changes among social organizations when their political allies are voted into office. She focuses on the Party of Democratic Revolution in Mexico and the Workers’ Party in Brazil. The former had virtually no ties to organized labor or social movements, while the latter had a very strong relationship with both.

“A new administration is going to face a barrage of demands, and organizations have to find a way to stand out from one another,” Bruhn said. The tactic might not be protest — it might be something else — but the incentives are the same. “It is often the case that having your party allied in power is an invitation to protest or take some other action because you’re talking to a sympathetic ear.”

The Center for Black Studies Research was pleased to welcome Professor Robert Bullard, director of the Environmental Justice Resource Center at Clark Atlanta University, who gave the seventh annual Shirley Kennedy Memorial Lecture on February 19. His talk, entitled “Environmental Justice for All,” drew a capacity crowd to the MultiCultural Center Theater, where Dr. Bullard described the connections between racism and environmental degradation with exhaustive research and a good dose of humor.

Dr. Robert Bullard has been called the father of the environmental justice movement. For more than two decades, he has championed environmental protection as a civil rights and social justice issue. As global climate change poses special challenges for communities of color and the poor, the commitment to environmental justice is a value that can unite us all, across boundaries of race, class, gender, age, and geography.
In *Mexican American Religions: Spirituality, Activism, and Culture* (Duke University Press, 2008), Mario T. García, a professor of history and Chicana and Chicano Studies at UCSB, and Gastón Espinosa, an associate professor of religious studies at Claremont McKenna College and Claremont Graduate University, offer a multidisciplinary inquiry into the role of religion in the Mexican American community.

Edited by García and Espinosa, the collection of essays written by scholars such as María Herrera-Sobek, professor of Chicana and Chicano Studies at UCSB, analyzes the influence of religion on Mexican American literature, art, theater, activism, healing, and popular culture. It includes the history and interpretation of Mexican American religions as well as Mexican American mystics and prophets.

Farm labor leader and civil rights advocate Dolores Huerta first worked with César Chávez as a community organizer in Mexican American areas of southern California in the mid-1950s. In 1965 the National Farm Workers Association (NFWA) joined the AFL-CIO affiliated Agricultural Workers’ Committee in a strike against large grape growers in the San Joaquin Valley—a five-year strike that raised national awareness of the dismal treatment of the workers and led to the formation of the United Farm Workers Union (UFWV).

This is the first book to focus on Dolores Huerta. Throughout six decades of activism, she has made her own history and has been part of major events in the history of the country, standing alongside Robert Kennedy the night he was assassinated. Often called “La Pasionaria,” the passionate one, she continues to speak out on labor, environmental, antiwar, and women’s issues. *A Dolores Huerta Reader* (University of New Mexico Press, 2008) includes an informative biographical introduction, articles and book excerpts written about her, her own writing and speeches, and a recent interview with Mario García where she expresses her unbending dedication to social justice.
Denise Segura Named Outstanding Latina Faculty

Denise Segura, a professor of sociology at UC Santa Barbara, has received the Outstanding Latina Faculty in Higher Education award from the American Association of Hispanics in Higher Education (AAHHE). In addition, she is president-elect of Sociologists for Women in Society (SWS), the largest organization of sociologists dedicated to feminist studies.

The AAHHE award recognizes Dr. Segura’s pioneering research in social inequality, stratification, and mobility among Chicano and Latino populations in the United States. Her work on Chicana and Mexican immigrant women workers has been widely published, and her early theories on “triple oppression” among Chicanas are widely cited. In addition, her analysis of “subjective mobility” among Chicana and Mexican immigrant workers offers insight into the mechanisms that maintain labor market and institutional inequality.

SWS is a nonprofit scientific and educational organization of sociologists and others who are dedicated to maximizing professional opportunities for women in sociology, exploring the contributions of sociology to the investigation of current gender arrangements, and creating social change. The organization also publishes Gender & Society, a top scholarly journal in both women’s studies and sociology.

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http://diversity.evc.ucsb.edu/newsletters

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