



DIVERSITY FORUM

University of California, Santa Barbara

10th ANNIVERSARY ISSUE

Celebrating A Decade of the UCSB Office for Diversity, Equity, and Academic Policy!

The 2012-2013 academic year marks the tenth anniversary of both the current UCSB Office of the Executive Vice Chancellor and the UCSB Office for Diversity, Equity, and Academic Policy. *Diversity Forum* presents a look back at the beginning of both offices and how much they have changed in ten years. Acting AVC Anna Everett asked María Herrera-Sobek, founding AVC, and Gene Lucas, EVC for the past 10 years, a series of questions about their time in the UCSB administration. Excerpts of their answers are reproduced below.

Acting AVC Anna Everett: *First of all, let me congratulate you two on your 10th anniversary as Executive Vice Chancellor (EVC) and Associate Vice Chancellor (AVC), respectively. This is a momentous occasion that speaks volumes about your dedication to our campus and to the essential work your offices perform on behalf of our entire UC Santa Barbara academic community. When I first congratulated you on your 10th anniversary as EVC / AVC, you seemed taken aback, as if it were a surprise that you had in fact been in the office for a decade? Is my perception accurate? How did your position and the EVC/AVC office come about?*

MHS: No, I was not surprised that I had been in office for ten years. Perhaps the surprise that our faces registered was that you were so kind as to be interested in honoring us by interviewing us.

We were appointed by Chancellor Yang. I was in Querétaro, Mexico and Chancellor Yang called me to see if I was interested in being Acting Associate Vice Chancellor for Academic Policy. Since Chancellor Yang asked me personally and I have great respect for him, I immediately said yes. I told him that it was an honor to serve UCSB in that capacity.

The name of the position changed from Acting Associate Vice Chancellor for Academic Policy to Associate Vice Chancellor for Diversity, Equity and Academic Policy in 2003. I worked very hard implementing diversity-related issues such as the President's Postdoctoral Fellows Program which was very successful. I also promoted various initiatives related to diversity, and EVC Gene Lucas and Chancellor Yang took note. The position was therefore changed to its present official title.

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Did you know it's also the
40th Anniversary of Title IX?

Coverage of **Thank You, Title IX!**
campus events inside (Pages 6-7)

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Anna Everett

Acting Associate Vice Chancellor for Diversity, Equity, and Academic Policy



Anna Everett

Welcome to the Fall 2012 edition of *Diversity Forum Newsletter*. It is both my honor and pleasure to serve as the Acting Associate Vice Chancellor for Diversity, Equity and Academic Policy, and temporary editor of *Diversity Forum* during the well-deserved sabbatical leave of Associate Vice Chancellor Maria Herrera-Sobek.

In this volume, there is much diversity news to share from this office and from the campus community. To begin, con-

gratulations are in order as we celebrate the 10th anniversary of Executive Vice Chancellor Gene Lucas and Associate Vice Chancellor Maria Herrera-Sobek's appointments to these positions by Chancellor Henry T. Yang. As a team, their leadership is responsible for the visionary creation of UC Santa Barbara's Office of Diversity, Equity and Academic Policy in 2002 (see the 10th anniversary cover story). This was a significant administrative development and a bold strategy for institutional transformation.

A decade ago, ours became one of the first campuses in the UC system to institutionalize diversity, inclusion and equal opportunity at the highest level of the university's administrative structure. In this way, UC Santa Barbara demonstrated a commitment to the pursuit of diversifying all sectors of the university, from the student body to the faculty and the staff. Indeed, our diversity activities and programs have been recognized, once again, with national awards by the Minority Access and the INSIGHT Into Diversity organizations. Additionally, our campus continues its impressive array of diversity work generated by UC Santa Barbara faculty, staff and students, some of which are featured in this edition.

Overseeing the successful and timely implementation of this office's diversity agenda and programs, in close collaboration with staff members in the Chancellor's and EVC's offices, and the Office of Equal Opportunity, Sexual Harassment/Title IX Compliance, has increased my

knowledge and appreciation of the breadth and scope of diversity work not only as ethical and philosophical pursuits, but also as a rapidly growing and influential professional field of endeavor inside and outside of academia.

Exemplary in this regard are phenomenal insights I gained by attending several key diversity conferences and annual meetings occurring locally and nationally, and to which our Office of Diversity, Equity, and Academic Policy contributed. For example, UC Santa Barbara was well represented at the second NSF ADVANCE PAID Research Roundtable program for all UC campuses entitled, "Building Capacity for Institutional Transformation in the Twenty-First Century: Women of Color in STEM and SBS Fields."

Moreover, at the UC President's Postdoctoral Fellowship Annual Retreat at UCLA's Lake Arrowhead Resort in Los Angeles in September, UC Santa Barbara seemed almost overrepresented as a campus with our contingent of eleven, including PPF fellows, PPF faculty mentors, and our PPF advisory committee member.

At October's Hispanic Association of Colleges and Universities' (HACU) 26th annual conference in Washington, D.C., I was thrilled to be Chancellor Yang's proxy and a voting member representative for UC Santa Barbara.

In my capacity as Acting AVC, and as a scholar researching race and diversity matters in media, it was also rewarding for me to attend the 13th National Role Models Conference of the Minority Access organization last September in Orlando, FL. The organization's dedication to enlarging the African American professional pipeline in academia and industry made me proud to accept Minority Access' 2012 "Commitment to Diversity" award on behalf of our campus.

Finally, we are in the launch phase of the UC Campus Climate Survey. We need your participation in this urgent endeavor. For more information, please visit our diversity website and click on the section titled "UCSB Campus Climate Survey."

I am so inspired by all the manifestations of diversity work occurring regularly at UC Santa Barbara, as the "Thank You, Title IX" programs' enthusiastic embrace by the campus underscores. I especially want to thank the Title IX 40th Anniversary Planning Committee members, who volunteered their time, talents and efforts over the summer to make the commemoration an unqualified success. Do peruse these pages and we invite you, as always, to share with us your stories and programs devoted to diversity.

WE'RE GOING DIGITAL!

Diversity Forum News is proud to announce the launch of our online sister site, the **Diversity Forum Online blog**. We'll feature even more news, opinions, and photos of all of the best diversity-related stories from around campus. We're also giving our readers a voice by letting them comment on posts and add to the discussion.

**Visit us today (and frequently!)
@ <http://diversity.evc.ucsb.edu>**

A Message from the Chancellor



Henry T. Yang
Chancellor

Welcome to the 2012-13 academic year! Each fall, we experience the joy of welcoming new students to our UC Santa Barbara family. At this year's New Student Convocation, we addressed an incoming freshman class that is our most diverse ever, and our most high achieving!

This year we also welcome Professor Anna Everett as our Acting Associate Vice Chancellor for Diversity, Equity, and Academic Policy. We deeply appreciate the leadership and commitment that Anna brings to this role while Professor María Herrera-Sobek takes a well-earned sabbatical.

Professor Everett had the wonderful idea of publishing a 10th anniversary edition of this *Diversity Forum* newsletter. While much has changed on our campus over the past decade, we remain steadfast in our commitment to our core principles and our tripartite mission of teaching, research, and public service. We take pride in UC Santa Barbara's vibrant culture of interdisciplinary collaboration that is responsive to the needs of our multicultural and global society.

The following are a few highlights of our steady progress in advancing UC Santa Barbara's excellence, diversity, and international stature over the past ten years:

- Freshman applications to our campus have increased dramatically, from 34,699 to 54,807.
- The average high school GPA of our entering freshmen has risen from 3.77 to 3.91.
- The percentage of underrepresented minorities (Chicano, Latino, African American, and American Indian) has risen from 18% to 26% of our total student enrollment.
- Annual extramural research funding has risen from \$130.4 million to \$217.3 million.
- Annual private giving has risen from \$45.1 million to \$111.8 million.
- The percentage of women on our faculty has risen from 25% to 33%; the percentage of underrepresented minorities has risen from 18% to 26%.
- Two more of our faculty members have won Nobel Prizes; we now have five Nobel laureates on our faculty and an alumna Nobel laureate as well.

These are just a few among many indicators of the strength and vitality of our academic community, thanks to our collective efforts over many years. As we look to the future, we recognize that there is still much more to be done. We welcome the participation of every member of our campus community in this ongoing, collaborative endeavor. You help make UC Santa Barbara a better institution, and for that I say "thank you."

GL: Like María, I wasn't surprised that it had been 10 years, I just had not thought about using that as a basis for an article.

When the previous EVC left in June of 2002, the Chancellor spent the summer consulting faculty about who he should ask to be an interim EVC. My name came up, since I had been a vice chair, acting chair, associate dean and acting dean in the College of Engineering, and had chaired a number Academic Senate committees and a couple of special committees for the Chancellor. The Chancellor asked me to do it on an interim basis and I agreed. A year and a half later, after consulting the campus again, he took the interim out of my title.

Clearly much has changed in the past ten years. What are some of the most memorable changes that you have confronted and or witnessed over these years? And, have these changes largely been a benefit or detriment, or perhaps both, to UC Santa Barbara's community of scholars?

MHS: On the positive side, the most memorable change has been the substantial increase in Hispanic undergraduate student enrollment. I believe the percentage of Hispanic undergraduate student enrollment was around 15% when I came in, and now it is around 24%. The growth has been incredible in the last decade and hopefully it will continue to increase to reflect the number of students in the general population in the state of California.

On the negative side, a major change that confronted us in the last decade is the draconian initiatives that were instituted to meet the requirements of the budget cuts to the UC system as a whole. The furloughs were extremely painful for faculty, staff, administrators, and students.



EVC Gene Lucas, hard at work even after 10 years on the job.

GL: Good: The campus underwent an extraordinary building program in the past 10 plus years, adding almost 1 million square feet at a price tag of almost \$1 billion. Each building was not without its problems (funding, schedule, surge space, etc.), but looking back we have added a lot of beautiful new space in a short period of time and the agony of most of those problems has faded. Establishing a Strategic Academic Plan and using that as a basis for a Long Range Development Plan has been largely a pleasurable exercise, and they will leave a long-lasting impact on the campus. The student body has grown steadily in size, quality and diversity, and we are on the verge of becoming the first Hispanic Serving Institute in the AAU. We have finally embarked on changing our main enterprise systems on campus (financial

(Continued on Page 11)

UCSB Honored for Commitment to Diversity

UC Santa Barbara was once again honored by Minority Access, Inc. for our commitment to diversity. In cooperation with the Office of Minority Health and the National Institutes of Health, the award recognizes institutions committed to increasing the pool of underrepresented scholars.

Presented at the National Role Models Conference in Orlando, Florida, the award recognizes the efforts of UCSB to implement programs to improve the higher educational, professional and managerial employment of minorities

Minority Access, Inc. is a 501(c)(3) non-profit educational organization that supports individuals, academic institutions, federal, state, and local government agencies, and various corporations to diversify campuses and work sites by improving

the recruitment, retention and enhancement of minorities. They also provide technical assistance to minorities and minority-serving institutions and provide opportunities for sharing experiences and strategies for accessing, retaining, enhancing and graduating minority students, especially researchers.

This is the thirteenth year that Minority Access, Inc. has presented formal awards at their Role Models Conference, and the sixth year in a row that UCSB has been recognized.

For more information on the award or the National Role Models conference, please visit www.minorityaccess.org.

A Message from the Director of the Office of Equal Opportunity & Sexual Harassment/Title IX Compliance

I would like to express my gratitude to the campus for helping celebrate the 40th year anniversary of the passage of Title IX in October. All of the planned events went smoothly and some



Ricardo Alcaíno

of the events were very well attended by staff, students, and faculty. I would especially like to thank our co-sponsors and contributors for their generous financial assistance, which enabled our campus to present "Truth Values: One Girl's Romp through M.I.T.'s Male Math Maze." The performance took place at Campbell Hall on Saturday, October 20th, and was one of our most highly attended events during our Title IX celebration.

Following this successful celebration, I recommitted myself to our mission to engage in more deliberate efforts and activities to address compliance with Title IX. This has included

working more closely with the police department to address reported sexual assaults of our students on and off campus. We are working more actively with campus organizations to address issues of sexual assault and harassment reported by students.

At the request of the Academic Senate's Graduate Council, our Office is also working with the Graduate Division to provide sexual harassment and assault awareness training to all graduate students. The goal is to ensure that these students, who are often in Teaching Assistant roles, can provide undergraduate students with accurate, helpful guidance and assistance in addressing issues of sexual harassment and sexual assault. We believe this will help improve some academic department cultures by empowering our entire graduate population.

Our office has also been working actively with departments such as Physical Facilities to provide customized sexual harassment awareness training, including training in Spanish to several hundred employees who are primarily Spanish speakers.

We are also reaching out to broader areas of our campus to ensure that our campus addresses alleged violations of our campus Title IX policy in a consistent and effective manner.

Gwendolyn Mink and Anna Everett: A Conversation

On October 23, 2012, Gwendolyn Mink sat down for an in-depth conversation with AVC Anna Everett. They touched on the role of women and minorities in academia, their paths to higher education, and the legacy of the Title IX legislation. An excerpt of the interview appears below. For the full text, go to <http://www.evc.ucsb.edu>.

Anna Everett: *Welcome to UC Santa Barbara! We are delighted to have you here as our diversity lecturer and featured speaker for our Title IX 40th Anniversary Commemoration. I know you prefer being addressed as "Wendy," so I am happy to address you accordingly. Let me begin by asking, how did you come to be a professor?*

Wendy Mink: Well, it was not something that I knew I wanted to do all my life. I knew I wanted to write. And I knew I wanted to write about politics. How I was going to do that was an open question. Because my mother is an attorney, I think some in my family assumed that the law would be my route. But I did not really want to go to law school. I was more of a kind of investigator, experimenter, and analyst; one who kind of stews over things and colors outside the lines -- rather than applying principles and precedents to a known set of facts, which was something that I surmised, just from watching my mother's legal practice, was how to do law. At some point I started to imagine myself as a journalist or opinion writer, which led me to realize that I needed training in thinking

and research before I could write with authority. That's how I decided to get a Ph.D. Once I made the commitment to getting a Ph.D., the possibility of ending up as a professor became more apparent to me. I grew into that role and came to embrace it as a pretty important part of transforming the culture. I was part of the first generation of women and students of color poised to enter the professoriate and I could see as a student that it made a big difference to have role models and mentors -- and to have people who asked questions that hadn't been asked before from perspectives that hadn't been aired in the academy before.

AE: *It's funny, as you were describing your path to becoming a professor as opposed to following in the literal footsteps of your mom and taking up the law, I was reminded of some of my own experiences in trying to make a career choice. I was a re-entry student, a first generation college student in my family, and so it was a real tough choice for me. Ultimately, I ended up in the professoriate because a Korean American male professor noticed that I was really serious and said, "you know what, I think you should be my assistant" and then he said, "We need more women and minorities in Film and Media Studies, so I think you should be a professor." I would never necessarily have gone into that field.*

WM: Yes, for me, too, a professor who taught me as an undergraduate was key in planting the idea of going forward towards a Ph.D.

AE: *The thing that was striking to me was that I was thinking I did not want a traditional woman's career. I thought, I don't want to be a teacher, I don't want to be a housewife, I don't want to be a nurse. The first job that I got was as a flight attendant--I did that for nine years. And that's when I decided I needed to do something else. And, that's when I decided to go back to school. So when you were saying that about your own decision making process, that is what I was reminded of. Something else you said struck me, and that was about you knowing you wanted to write. I saw it as this idea of being a documentarian, writing down and documenting things. Was that kind of what the writing appeal was for you?*

WM: Mostly I wanted to develop interpretations or perspectives that would shed light on social and political problems and contribute to solving them--critical analysis that would aid political advocacy. I may not be in politics in the electoral sense, but I am a deeply political person and I got that from the family I was raised in. So, being able to write about political things, analyze, promulgate a better understanding of political questions and so forth, that was all very important to me, especially coming of age as I did in the Vietnam War era. So, there was stuff in the political environment that influenced the directions that I wanted to go. I didn't know exactly what I wanted to write about, but I knew that I wanted to write about political things.

THANK YOU TITLE IX

CELEBRATING 40 YEARS OF GENDER EQUITY PROGRESS AT UCSB

The UCSB campus community celebrated the 40th anniversary of Title IX this fall with two weeks of “Thank You, Title IX” activities and events. Programs included a kickoff celebration, a women’s volleyball game, film screenings, performances, forums and fairs, all intended to raise awareness about the 1972 legislation that outlawed all manner of sex discrimination in federally funded educational institutions and changed the course of women’s and girls’ lives and career opportunities. The campus focused on the history behind the legislation but also looked toward the future and considered what still needs to be done in terms of gender equity, both in the United States generally and at UCSB specifically. Many thanks to everyone who came out and supported our events, and we especially want to recognize our stellar planning committee, who put together two weeks of unforgettable events. As you go through this landmark year, remember, Title IX affects you!

Kickoff Event

A diverse panel spoke about the personal and professional effects Title IX legislation has had on their lives. Together, audience and panel considered the question, “40 Years and Counting: Where Are We and Title IX Today?”



Diversity Lecture

See Page 14 for more photos and coverage of the Fall Diversity Lecture, featuring speaker Dr. Gwendolyn Mink, scholar and daughter of Congresswoman Patsy Mink, co-author and driving force behind the 1972 legislation.



Truth Values: One Woman's Romp Through M.I.T.'s Male Math Maze

Created as a response to former Harvard President Lawrence Summers' now-infamous suggestion that women are less represented than men in the sciences because of innate gender differences, *Truth Values: One Girl's Romp Through M.I.T.'s Male Math Maze* is a true-life tale that offered a humorous, scathing, insightful, and ultimately uplifting look at the challenges of being a professional woman in a male-dominated field. Over the course of the 75-minute solo show, writer/performer and "recovering mathematician" Gioia De Cari brought to life more than 30 characters in a hilarious and deeply touching performance, sponsored by the Office of Equal Opportunity and Sexual Harrassment/ Title IX Compliance.



Students Thank Title IX!

Student organizations set up tables to promote their clubs and organizations while also learning how Title IX has made our university more active, diverse, and welcoming to all!



Screening: On Equal Ground

Blair Hull, UCSB distinguished alumnus, Trustee, and donor, presented a documentary he helped produce about the Cohen vs. Brown University case, in which female student athletes decided to sue the school when it cut their volleyball and gymnastics programs. Hull's daughter, a Brown volleyball player, was involved in the lawsuit.



2012 McNair Scholars Update

Another Year of Successful Research for the UCSB McNair Scholars Program

Fall 2012 begins the fifth year of the UCSB McNair Scholars Program. Funded by the U.S. Department of Education, the program is designed to encourage students from groups often underrepresented in graduate programs to pursue doctoral degrees.

In June, eleven seniors, in a variety of majors, graduated and gained admissions to graduate programs across the country at a wide range of universities including Duke University, Columbia University, University of Miami, Notre Dame University, Indiana University - Bloomington, University of Illinois Urbana-Champaign, UC Irvine, UC Riverside, UCSB, Stanford and the University of Southern California.

Currently, fifteen new seniors are finalizing their statements of purpose, updating CVs, and putting finishing touches on writing samples as they apply to master's and

doctoral programs.

For the last five summers, McNair scholars in their first year with the program engaged in faculty-mentored research projects on campus. This summer, the rising juniors presented a poster, delivered an oral presentation and wrote a research paper on their work. Half of the second year scholars participated in summer research programs at the University of Michigan, UC Berkeley, UC Irvine, UCSB (SURF and SABRE programs) and the Oaxaca Summer Institute.

Summer 2012 at UCSB was a productive time for the McNair Scholars, who began to carve out unique and original research projects to contribute new knowledge to their respective fields. The McNair Scholars Program supported students by providing them with an academic community. They encouraged and provided weekly meetings with faculty, staff, and peers.

Scholars were required to complete weekly assignments such as research plans, literature synopses, curriculum vitas, and written components of what ultimately became their summer research paper. Many of the scholars will be participating in academic research conferences across the country in which they will be given the opportunity to present their research during the 2012-13 year.



2012 McNair Scholars Program Graduates

“For the last five summers, McNair scholars in their first year with the program engaged in faculty-mentored research projects on campus.”



Current seniors participating in the 2012 McNair Scholars Program.

Lois Harmon, Florida A&M Graduate, to Begin Ph.D. Work in the Department of Education

By George Yatchisin

“The University of California recognizes the unique and important contributions that Historically Black Colleges and Universities make to the academy, our nation and the world. Through the UC-HBCU Initiative, the Office of the President encourages UC faculty to actively engage in collaboration and cooperation with faculty and students at Historically Black Colleges and Universities.” (from www.ucop.edu)



Lois Harmon, UC-HBCU Fellow, with Dr. Patricia Marin (left) and Professor John Yun (right).

Lois Harmon is one of three University of California–Historically Black Colleges and Universities Initiative (UC–HBCU) Fellows starting at a UC campus this fall, beginning a doctoral degree at UC Santa Barbara’s Gevirtz School. Harmon participated in this summer’s Scholars Program, one of the key elements of “Connecting Networks: UCSB and FAMU (Florida A&M University),” an initiative funded in 2011 by the UC Office of the President’s University of California–Historically Black Colleges and Universities Initiative.

“We are very excited that Lois will be joining us at The Gevirtz School,” says Dr. Patricia Marin, Associate Director of the UC Educational Evaluation Center that houses the summer Scholars Program. “We are confident that she represents the beginning of a pipeline of amazing FAMU students who will

receive their doctorates from UCSB as a result of the UCSB–FAMU Partnership.”

The University of California continues to seek ways to attract and enroll scholars from historically excluded populations. At the graduate level, African Americans/Blacks are the most underrepresented group in relation to their U.S. population. The five-year average (2006-2011) for enrollment of African Americans in UC academic doctoral programs is 2.5%. In an effort to improve the representation of African Americans/Blacks in its graduate programs, particularly its Ph.D. programs, the UC is investing in cultivating relationships and establishing programs with communities and institutions that produce African American graduates from high schools, undergraduate colleges, and universities as well as institutions producing graduates with master’s degrees. The UC is investing in such collaborations both to demonstrate the value placed on cultural and social diversity throughout its campuses and to make meaningful, sustained progress in addressing longstanding inequities in access to UC. The goal of the UC–HBCU Initiative is to increase the number of scholars from HBCUs enrolling in UC academic doctoral programs.

Lois Harmon was born and raised in Gainesville, Florida. In April 2012 she graduated Summa Cum Laude with a B.S. in Elementary Education from Florida A&M University’s College of Education. Harmon will pursue her doctoral degree in Educational Leadership and Organizations in the Gevirtz Graduate School of Education. Harmon’s commitment to equitable teaching and learning and the improvement of elementary education for all students has sparked her research interests in literacy development at the elementary level. In particular, Harmon’s research focuses on effective literacy practices for Spanish-speaking English Language Learners in California. Harmon aspires to be a teacher-researcher and eventually become an educational administrator.

Kiley Guyton Acosta Joins Black Studies Department

Kiley Guyton Acosta is thrilled to join the UCSB community for the 2012-2013 academic year. This enthusiastic scholar, educator, artist, and mother recently moved to Santa Barbara from Albuquerque, NM to begin a Dissertation Fellowship in the Department of Black Studies. Acosta is a PhD candidate, All But Dissertation (ABD), in Caribbean and Brazilian Literature at the University of New Mexico. She genuinely appreciates the kindness, support, and advice she has received from the faculty and staff of UCSB Black Studies, who have welcomed her with open arms. "I'm impressed not only by the quality and breadth of research and publications in Black Studies," says Acosta, "but by the friendliness and down-to-earth nature of the people in the department, and the UCSB academic community at large."

During her fellowship tenure, Acosta will teach an undergraduate course in Black Studies and give a public lecture on her research. She will also finish writing and defend her dissertation, entitled, *Azúcar Negra: (Re)Envisioning Race, Representation and Resistance in the Afrofeminista Imaginary*. "The term 'afrofeminismo,'" she explains, "represents unique theorizations of the black female experience by a diverse spectrum of Latina women of African descent."

In *Azúcar Negra*, Acosta locates contemporary articulations of afrofeminismo in manifold modes of cultural production including literature, music, visual displays of the body, and digital media. The main objective of her study is to shed light on the manifold ways contemporary cultural products respond to historic (mis)representations of the *mujer negra* (black woman) and the *mulata* (mulatto woman) in Spanish Caribbean and Brazilian cultural discourse.

Acosta is passionate about her multidisciplinary research, which, she explains, is inextricably connected to her artistic interests, personal life experiences, and objectives as a college educator. An advocate of local and transnational cultural arts programs, she seeks novel and innovative ways of integrating scholarship, teaching and activism to explore cultural products as vital resources for preserving heritage, and exploring

identity.

In 2010, a Smithsonian Institution Latino Studies Fellowship brought Acosta to Washington DC and New York City to conduct a qualitative research project entitled "Black Like Us: Ethno-Racial Identity Performance among Dominican-American Women in Washington, D.C. and New York City" under the mentorship of Curator Olivia Cadaval. Inspired by the creative curatorial projects she witnessed, Acosta began to

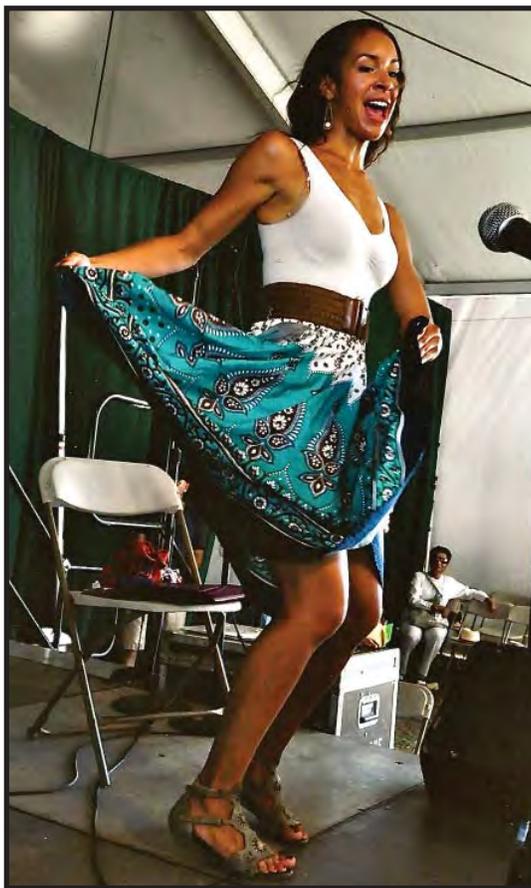
explore academic curating in her own endeavors. She became a liaison for the Afro-Latino Archives Project and contributed research to Dr. Elaine Peña's exhibit "The Cuban Presence in DC" (2011), of the Smithsonian Institution Latino Center's Latino DC History Project.

Her most recent publications include articles on afrofeminismo in the Cuban Underground Hip-Hop Movement, literature of the Dominican diaspora communities of the United States, and nation-building discourse in Brazilian film.

In addition to her academic endeavors at UCSB, Acosta looks forward to developing further as a dancer under the instruction of Contra-Mestre Mariano Silva, owner of the Brazilian Cultural Arts Center of Santa Barbara. Silva is a master teacher of Afro-Brazilian dance and capoeira, and has spearheaded numerous social outreach programs as a cultural leader and community activist. "It was a tremendous honor when Mariano invited me to dance with his company, Bahia Magia Dance Co.,"

exclaims Acosta. "I love to dance bachata, merengue, salsa, the Caribbean social dances, and I definitely use music as a creative outlet in my life. But I am not a 'dancer' by training. I told Mariano, 'I have no technique!' But he said that didn't matter, I carry the expression in my soul. His dancers in Bahia Magia are wonderful as well; they radiate this positive energy and make everyone feel welcome and comfortable."

As she continues to learn, dance, research and write, Acosta anticipates the upcoming months of her fellowship tenure at UCSB will be fructiferous.



Acosta at the Smithsonian Folklife Festival.

(Cont'd)

system, student information system, payroll and personnel system, etc.)

Bad: I have been involved in cutting budgets almost every year for the past decade. This has been a very difficult (and every year more difficult) process, and many changes have been made to the way we do business and the distribution of workload among our faculty and staff. Having said that, we have managed to maintain forward momentum in the quality of our scholars and the reputation and distinction of the institution.

You both came to your current positions as accomplished professors in your respective fields. What can you say about the feelings of excitement and anxiety you must have felt ten years ago, as you approached a job you'd never done before and that had no real precedent on the campus?

MHS: I am very grateful and thankful for the strong support I have received throughout these ten years from administrators, faculty, students and staff. I could not have achieved the goals I set out in 2002 without the help and support from the campus community. That is one main reason I have stayed in my administrative position for so long: I have received nothing but support and encouragement to continue doing the diversity work I do in my office.

GL: As I said early on in my term as EVC, I have never sought administration, it has always sought me. I entered every administrative job I have held with some trepidation about the job and my ability to deal with the issues, but I have always found that the pleasures of problem solving outweighed the pains of the problems themselves, and that applies to this job as well.

What do you consider some of your greatest accomplishments and spectacular failures in your current positions? I say "spectacular failures" because I have heard someone say "it is impossible to have spectacular success without spectacular failure." That struck me because it is true that one does not achieve anything remarkable without an element of risk.

MHS: One of the most exciting achievements I had as I began my tenure in this position was the implementation of the President's Postdoctoral Fellows Program at UCSB. This program encouraged UC campuses to hire President Postdoctoral Fellows that had worked at UC campuses under a UC faculty member's mentorship. I jumped at the chance, and with EVC Lucas' wholehearted support we encouraged our departments who were recruiting that year to hire President Postdoctoral Fellows. We were very successful and I believe six President Postdoctoral Fellows were hired that year--the most of any UC campus. My understanding is that if it had not been for UCSB and its successful hiring of so many PPF, President Atkinson would have closed the PPF Program. After UCSB's success, other UC campuses took notice and it has been a major force in the recruitment of women and minorities for our UC campuses.

I am also very proud of the change in perception, attitude and general good will toward diversity by administrators, faculty, students, and staff on our campus. I firmly believe that our campus community has embraced diversity as a positive force overall for UCSB.

GL: I chalk up to my successes the Strategic Academic Plan and the growing momentum in upgrading our IT systems. I'll chalk an approved Long Range Development Plan up to a success once the California Coastal Commission approves it. I also helped solve a long-standing governance issue in the College of Letters and Science, helped eliminate the Budgetary Savings Targets at the divisional/college level, and have begun to close a funding gap in the recruitment budget, as well as a number of large

accrued deficits. I'm also currently the longest serving EVC in the UC system, so I chalk up survival in this job as a success as well.

A spectacular failure was the furlough program. It wasn't my idea, but I was part of the machinery that had to implement it. We did not save as much money as the Office of the President thought we would, and it widened the divide among faculty that could buy out and those who couldn't. It was a huge workload on staff trying to make evolving changes to the payroll and personnel program, and it made everyone on campus exceedingly grumpy. The only good part of it was that almost everyone used furlough days to take a nice long winter break.

What can you tell us about the future of the Executive Vice Chancellor's Office/ Associate Vice Chancellor for Diversity, Equity and Academic Policy at UC Santa Barbara? How about telling us some of your own plans for the next decade?

MHS: UCSB has been a leader in implementing diversity oriented initiatives; other universities nation-wide learn from

us and use us as a model. We want to continue that trajectory. My plans are to continue working at diversifying our campus community, increasing the number of women faculty, increasing the number of minority students (particularly African American and Native American students), working towards making UCSB a government-designated "Hispanic Serving Institution," which will allow ALL our faculty to apply for grants that will benefit ALL of our students. I plan to continue working with administrators, faculty, staff and students towards making our beloved UCSB the best, most hospitable and welcoming university in the world.

GL: Now that Proposition 30 has passed, UCOP has entered into discussions with the Regents, Governor's Office, Department of Finance, and legislature leadership about establishing a multi-year compact to bring some stable growth to the state-funded portion of the UC budget and predictable and modest fee increases. If this occurs, we might expect some (funded) enrollment growth to begin again for UC on the order of 1% per year. At the same time, our Long Range Development Plan is nearing final review -- and hopefully approval -- with the California Coastal Commission, perhaps by Spring of next year. The Academic Plan, upon which the LRDP is derived, calls for enrollment growth also at the 1% per year level. The convergence of these two activities could put us into a position of stable growth in budget, enrollment and faculty/staff FTE beginning in 2013-14. That would put this office back into the business of planning and resourcing growth rather than managing budget reductions, which is what we have done for the past decade. That would be a very refreshing change.



AVC Maria Herrera-Sobek, at an event last fall

Professor and Chair of Feminist Studies Wins Sara A. Whaley Prize

Eileen Boris, Hull Professor and chair of feminist studies, is the recipient of the 2012 Sara A. Whaley Prize for her book, *Caring for America: Home Health Workers in the Shadow of the Welfare State* (Oxford University Press, 2012).

Presented by the National Women's Studies Association (NWSA), the Whaley Prize recognizes outstanding work that addresses women and labor. It is named for Sara A. Whaley, who, in the 1970s, owned Rush Publishing — one of the first publishing companies to focus on feminist studies — and served as editor of its scholarly journal, *Women's Studies Abstracts*.

Melvin Oliver, executive dean of the College of Letters and Science and the SAGE Sara Miller McCune Dean of Social Sciences, said, "*Caring for America* is the definitive study of home health workers. Professor Boris elucidates complex issues through historical research and careful analysis of the labor movement. It is a work both of tremendous scholarship and of great public significance."

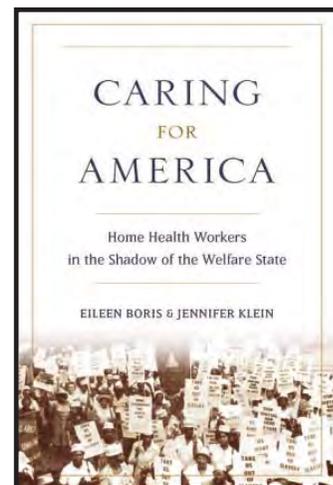
"I am absolutely honored and delighted to receive the Sara Whaley Prize," remarked Boris. "Not only is it one of just a few book prizes awarded by the professional organization for the field of women, gender, and feminist studies, it shows that my peers have recognized how a feminist and racialized gender analysis can be expansive in allowing us to understand the big questions of our time."

Co-authored with Jennifer Klein, a professor of history at Yale University, *Caring for America* presents a narrative history of home health care that covers the period from the Great Depression of the 1930s to present day. Boris and Klein examine issues related to social policy and home health care, and demonstrate how law and social policy made home care a low-wage job that was stigmatized as welfare and relegated to the bottom of the medical hierarchy.

Established in 1977, the NWSA seeks to promote and support the production and dissemination of knowledge about women and gender through teaching, learning, research, and service in academic and other settings. The association has more than 2,000 individual and 350 institutional members working in varied specialties across the United States and around the world.



Professor Eileen Boris (above) and her award-winning book (below).



“Not only is it one of just a few book prizes awarded by the professional organization for the field of women, gender, and feminist studies, it shows that my peers have recognized how a feminist and racialized gender analysis can be expansive in allowing us to understand the big questions of our time.”

Graduate Division Reports Successful Summer Program for ARC Scholars

*By Patricia Marroquin,
Graduate Division Senior Writer*

Seventeen undergraduate students from across the country had the unique opportunity this summer to explore their disciplines through mentored research experiences and receive graduate school preparation as scholars in the Academic Research Consortium (ARC)/Sally Casanova Scholar Program.

The eight-week program, organized by the Graduate Division, brought together undergrads with the potential to succeed in graduate study, but who have experienced situations or conditions that have hindered advancement in their fields of study. These talented and motivated students benefited from the encouragement, scholarly research support, and mentorship available through the program.

The students came from such states as Michigan, South Carolina, Louisiana, Wisconsin, Texas, Washington, New Jersey, and New York.

Besides the pursuit of research under the guidance of UCSB faculty and grad student mentors, the scholars also attended

weekly professional development workshops on such topics as GRE preparation, “outside the box” Ph.D. careers, and building a digital reputation.

Walter Boggan, Graduate Division’s Director of Admissions & Outreach, proclaimed the summer program “a huge success,” for both the student participants and UCSB.

“The Academic Research Consortium program was a great recruiting and outreach tool to promote graduate studies here at UC Santa Barbara,” Boggan said. “Seventeen rising seniors with diverse backgrounds from across the nation were given an opportunity to perform scholarly research across many disciplines at one of the top academic institutions in the U.S., if not the world. I’m sure our location between the Santa Ynez Mountains and Pacific Ocean left a positive impression on our scholars as well.”

Boggan said the scholars “were provided with a wonderful research experience to prepare them for graduate school while

UC Santa Barbara faculty and graduate student mentors honed their skills in providing guidance to these scholars.”

One of the scholars, Cyrell Roberson from Xavier University in Louisiana, had this to say about his experience: “This past summer was by far the best summer of my life. Participating in UCSB’s Academic Research Consortium provided me the opportunity to conduct interesting research in my field of interest with a prominent social psychologist, Dr. Brenda Major, in the beautiful city of Santa Barbara. I gained extensive knowledge in research that definitely made me more competent and confident in conducting independent research. ... UCSB will always be a place that I call home. After participating in ARC, I now feel prepared to take on the challenges of applying to and successfully completing graduate school and reaching my full potential as a scholar.”



ARC students and Graduate Division staff at their closing ceremony.

Fall Diversity Lecture: Gwendolyn Mink Discusses Her Mother's Title IX Legacy

For two weeks this fall, our campus offered a range of activities and events to commemorate the 40th Anniversary of Title IX, the historic legislation responsible for putting the force of federal law behind the struggle to eliminate gender inequity in federally funded educational programs.



A student asks a question during the Q&A session.

research, scholarship and activism in the context of Title IX. A major portion of her talk centered on her mother's role in the legislative origins of Title IX and in related legislative struggles for gender equity in education. Mink also considered the impacts and limitations of Title IX and suggested ways to strengthen Title IX and advance its mission to help future generations.

As part of this celebration, on October 23 the Office of the Associate Vice Chancellor for Diversity, Equity and Academic Policy; the Office of the Executive Vice Chancellor; the Office of Equal Opportunity & Sexual Harassment/Title IX Compliance; and the MultiCultural Center presented the quarterly Diversity Lecture Series.

In accordance with the Title IX celebration, the Fall Diversity Lecture featured Dr. Gwendolyn (Wendy) Mink, who gave a talk entitled "Title IX: How One Mother Changed the World for Her Daughter and Other Women."

In a very informative and inspirational presentation, Mink discussed her own



Wendy Mink with a picture of her mother, Patsy Mink

Race Matters Series

This fall, the MultiCultural Center presented three new lectures that covered a remarkable variety of topics and attracted large audiences who were actively engaged in the conversations.

ONE On October 30, H. Samy Alim, a renowned scholar of Black Language, presented "Articulate While Black: Barack Obama, Language, and Race in the U.S." In a very lively discussion, Alim guided the audience through an insightful examination of President Barack Obama's language use and America's response to it. Alim revealed how major debates about language, race, and educational inequality erupt into moments of racial crisis in America. H. Samy Alim is Associate Professor of Education at Stanford University, where he directs the Center for Race, Ethnicity, and Language (CREAL) and the Institute for Diversity in the Arts (IDA). This dialogue was co-sponsored by the Black Studies Department and the Center for Black Studies Research.

TWO L.S. Kim, a Visiting Associate Professor from the Department of Film and Digital Media at UC Santa Cruz, led a fascinating discussion on Asian American Cultural Production via the Internet. Kim highlighted that among the top 100 YouTube channels, revealing that a stunningly high number of YouTube celebrities are not who you might expect them to be: Asian American. In her presentation, she encouraged the audience to consider what makes on-line environments, both in terms of production and consumption, a distinctly different realm for racial discourse. The discussion was co-sponsored by the Asian American Studies Department.

THREE The last program in the series, "Quiet is the New Loud: Art for Social Change," was led by Los Angeles artist Ramiro Gomez, Jr. Gomez is getting international attention for his cardboard cutouts of Latino gardeners and other domestic workers that he places on lawns in Beverly Hills and other well-off areas. While making one of his cutouts in front of a packed crowd, Gomez shared his personal experiences both as an artist and a nanny in Beverly Hills. He discussed the use of unconventional materials and social media for protests in creative, subtle ways to incite conversations rather than riots. Gomez challenged the audience to find ways to move beyond anger with art as an alternative to the marches and to spark one-on-one dialogue. Co-sponsored by the Chicano Studies Institute.

2012 Luis Leal Award Winner: Hector Tobar



Tobar signs copies of his book in the McCune Conference Room.

Novelist and Pulitzer Prize-winning *Los Angeles Times* journalist Hector Tobar is the recipient of UC Santa Barbara's 2012 Luis Leal Award for Distinction in Chicano/Latino Literature. The award was presented at a ceremony at 4 p.m. on Wednesday, October 31, in the McCune Conference Room, 6020 Humanities and Social Sciences Building.

Tobar, a reporter, columnist, and book reviewer for the *L.A. Times*, is the author of two highly acclaimed novels — *The Barbarian Nurseries* (Farrar, Straus and Giroux, 2011) and *The Tattooed Soldier* (Penguin Books, 2000). *The Barbarian Nurseries*, which is set in contemporary Southern California, was listed among the best fiction of 2011 by *The New York Times*, *Los Angeles Times*, *San Francisco Chronicle*, and the *Boston Globe*.

Tobar is also the author of *Translation Nation: Defining a New American Identity in the Spanish-Speaking United States*. This work of non-fiction examines Latino immigrants as “latter-day pioneers” who maintain their Latin American identities while embracing the opportunities made available to them in the United States.

“Hector Tobar is one of the most important social and political novelists of his generation,” said Mario T. García, professor of Chicana and Chicano studies and of history at UCSB, and the organizer of the annual Leal Award. “His writings, including his novels, deal with the hidden lives of Latinos in Los Angeles and the United States. These are the people who live in the shadows due to their immigration status, and yet are very much a part of our contemporary American society. Tobar’s characters reveal themselves as human beings who need to be accepted and integrated by the rest of us. Tobar is their voice.”

The son of Guatemalan immigrants, Tobar was born and raised in Los Angeles. He completed his Bachelor of Arts degree in Latin American studies and sociology at UC Santa Cruz, and earned a Master of Fine Arts degree in creative writing at UC Irvine.

More recently a weekly columnist for the *L.A. Times*, he has also served as the paper’s bureau chief in Mexico City and in Buenos Aires. He spent several years as the *Times*’ national Latino affairs correspondent, and in 1992 was awarded a Pulitzer Prize for his work as part of the team covering the Los Angeles riots.

The Leal Award is named in honor of Luis Leal, a professor emeritus of Chicana and Chicano Studies at UCSB, who was internationally recognized as a leading scholar of Chicano and Latino literature. Previous recipients of the award include Demetria Martínez, Jimmy Santiago Baca, Graciela Limón, Pat Mora, Alejandro Morales, Helena Maria Viramontes, Oscar Hijuelos, Rudolfo Anaya, and Denise Chávez.

“Tobar’s characters reveal themselves as human beings who need to be accepted and integrated by the rest of us. Tobar is their voice.” -Mario Garcia

Professor Diane Fujino

Diane C. Fujino’s research and teaching interests center on Asian American social movements, Japanese American radicalism, Afro-Asian solidarities, race and gender studies, and biography and oral history. Her study of legendary activist Yuri Kochiyama developed into the first biography of an Asian American woman activist, *Heartbeat of Struggle: The Revolutionary Life of Yuri Kochiyama* (Minnesota Press, 2005), and a gendered analysis of leadership in an essay in *Want to Start a Revolution: Radical Women in the Black Freedom Struggle*. Her edited book, *Wicked Theory, Naked Practice* (Minnesota Press, 2009), examines the Afro-Asian influences on the music and Left politics of Fred Ho. Fujino’s current project, *Samurai Among Panthers*, studies the life of Richard Aoki, a leader of the Black Panther Party, Third World strike at UC Berkeley, and Asian American Political Alliance. She published the first historiography of Asian American social movement studies in *The Journal of Asian American Studies* (2008). She has also published essays in a range of scholarly and activist journals and anthologies, including *Social Justice*, *Journal of Men’s Studies*, *AFRO/ASIA*, *Teaching Asian America*, *Dragon Ladies*, and *Legacy to Liberation*.

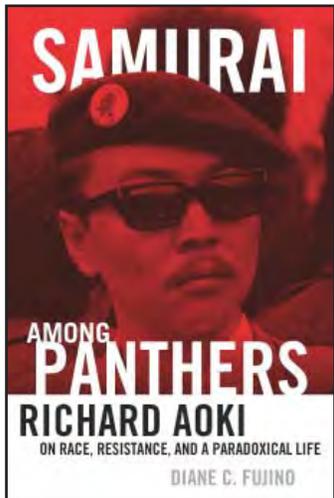


Professor Diane Fujino

Fujino is associate professor and chair of Asian American studies and an affiliate faculty member of Black studies at UC Santa Barbara. Before coming to UCSB, she earned her Ph.D. in psychology from UCLA, was an Institute of American Cultures postdoctoral fellow at UCLA Asian American studies, and a postdoctoral fellow at the National Research Center on Asian American Mental Health.

Fujino teaches courses on the Asian American Movement, Third World social movements, Japanese American history, Asian American gender and sexuality, Asian Americans and the Black radical imagination, and a freshman seminar on Yuri Kochiyama. She initiated the Community Studies and Peer Advising programs in Asian American studies at UCSB and also taught an experimental high school outreach course on Puerto Rican history and resistance, in conjunction with the art exhibit “Not Enough Space,” presented at La Casa de la Raza in

Santa Barbara. She serves on the Board of the MultiCultural Center and the Chancellor’s Outreach Advisory Board at UCSB as well as the Scholars Committee of the Japanese American National Museum.



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