

Excellence Through Diversity

A quarterly newsletter published by **UCLA** Faculty Diversity & Development

A Conversation with EVC Scott Waugh:

Diversity is Integral to UCLA's Academic Mission

Why is diversity important to achieving UCLA's academic mission?

Diversity is a fundamental part of our academic mission, for three interrelated reasons. To begin with, as a public research university, UCLA has a responsibility to reflect our society and make sure that a broad section of the society is educated. We form a crucial link in the educational pipeline bringing people out of K-12 schools into the university, and from there into society or into graduate school and other universities. Secondly, in addition to our public responsibility; diversity of all kinds is critical to an atmosphere of intellectual challenge, innovation, debate, and curiosity in a university. Diversity helps enrich the whole academic environment. I think that having as many different viewpoints as possible is essential to a healthy intellectual atmosphere. A third element is the investigation of diversity itself. The study of social cultural issues relating to ethnicity, immigration, gender and race in American society is a particular strength at UCLA and is a very important field of study.

Given the current financial situation at UCLA, how can we maintain positive momentum in increasing faculty diversity?

Just because times are tough we are not going to compromise our values. We are not

going to change our direction because of the budgetary difficulties facing us. A diverse academic community is a fundamental value of the University and achieving that diversity is one of UCLA's primary goals. We have to act accordingly.

Why is climate important? How can UCLA improve its climate for women and underrepresented minorities?

Climate is one of the most important issues and one of the most difficult facing us. In faculty hiring or student admissions you are looking at very specific actions and a very specific set of problems, such as applicant evaluations, admissions yield and so forth. Climate, however, is more elusive and more problematic because it has to do with attitudes and relationships among people within a community. Whether that community is a department, whether it is the institution as a whole, whether it is among undergraduates or graduate students, climate has to do with the way in which people get along, the attitudes that people have towards one another and the kinds of respect or disrespect they show one another. Climate matters because



EVC & Provost
Scott Waugh

you can't have a successful academic institution without a sense that people can thrive and carry out their educational goals. That can only happen in an atmosphere of tolerance, understanding and support. Climate matters because it is the sphere within which individuals function and individuals function best when they feel comfortable and respected, and not demeaned in any way.

That's easy enough to say. As we all know it is harder to work out in practice because people come into situations, small communities, with their own backgrounds, attitudes, biases, likes and dislikes. I think that we need to improve the climate for women and underrepresented minorities in departments and across the campus as a whole. It goes back to the point that I have made over and over again, which is that people have to understand that one of the primary values of our institution is diversity and that diversity is not only a matter of bringing people in, but it is also a matter of making sure that people feel comfortable once they are here, whoever they are, whatever the context. ■

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Mark Your Calendar

February 12, 2009
Faculty Search
Committee Briefings

February 17, 2009
Chair Forum with
EVC Scott Waugh

March 2, 2009
Faculty Search
Committee Briefings

March 11, 2009
Chair Forum

April 2, 2009
Preparing for Academic
Personnel Review

April 6, 2009
Faculty Search
Committee Briefings

April 21, 2009
Chair Forum

May 4, 2009
Negotiation Skills for
Women Faculty

May 18, 2009
Chair Forum with
EVC Scott Waugh

May 21, 2009
Faculty Search
Committee Briefings

Visit us online at faculty.diversity.ucla.edu. We are located at 3134 Murphy Hall. (310) 206-7411

A Message from the Vice Provost

As we enter a new hiring season for AY 2009-2010, I would like to recap our 2008-2009 ladder faculty recruitment in terms of the faculty diversity efforts made by faculty search committees. Last year (2008), UCLA hired 76 new ladder rank faculty members. Of these, 43% (n=33) are women, 40% (n= 31) are minorities (includes Asians), and 17% (n= 13) are underrepresented minorities. Search committees have increased their efforts in building excellent and diverse pools of candidates. Search committee training and faculty efforts are helping UCLA increase the diversity of its ladder rank faculty.

While our 2008 hiring snapshot is very promising, the five year trajectories of increased representation by women and underrepresented minorities in ladder rank faculty positions are less dramatic. Over the past five years, women have increased from 24% to 27% of our ladder rank faculty and underrepresented minorities have increased at an even slower rate from 8% to 9.3% in the past five years. This indicates that *even in these challenging economic times*, we must maintain our efforts to attract and to retain a diverse faculty to insure our continued excellence as an institution and relevance to the State of California.

One program available to help us recruit outstanding faculty members who have a commitment to making contributions to diversity in research, teaching, and service is the **UC President's Post Doctoral Fellowship Program**. This program is a highly competitive program, receiving several hundred applications for 25-30 awards in all fields. Many of these fellows are recruited by our peer institutions. The recruitment of one of these post doctoral fellows as a ladder faculty to a UC is accompanied by five-years of bridge funding which covers the UC base salary at the Assistant Professor III level. This hiring incentive provides an excellent opportunity for a department, particularly in these economically challenging times, to commit to an FTE five years hence. For all departments, particularly those who anticipate retirements in the next few years, this can be an excellent investment in young scholars. I urge all departments to review the candidates at this website (<http://www.ucop.edu/acadadv/ppfp/fellows-list.html>). Should you have interest in this program, please contact me at rbecerra@conet.ucla.edu so I can help in facilitating an appointment and providing support. ■

Partnerships in Diversity

Faculty Diversity & Development partners with departments, centers and programs to enhance scholarship and research related to diversity.

Coloring the Vote: Race, Politics, and Disenfranchisement, a major conference on voting rights held at UCLA's Covel Commons on January 26, 2008 was sponsored by the UCLA Center for African

American Studies, Center for Asian American Studies, the Center for American Indian Studies and the Chicano Studies Research Center, with additional support from a number of campus entities, including Faculty Diversity & Development.

Social Structure and Culture in the Study of the Black Family, a lecture

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Chair Forum

Fall 2008 began with a **New Chair Orientation** on September 17. This afternoon Chair Forum featured talks on Planning and Managing the Departmental Budget, The Role of Chairs in the Academic Personnel Process Legal Issues for Chairs and Work-Life Policies, and Issues. New chairs, seasoned chairs and potential future chairs attended the program. A new handbook, **Chairing the Department** was provided for attendees.

Department Chair Retreat at Lake Arrowhead – October 15-17, 2008

Four UCLA department chairs and faculty members participated with 25 other department chairs, vice chairs, directors and faculty members from other UC campuses in a retreat at UCLA's Lake Arrowhead Conference Center which focused on advancing faculty diversity in their departments. Five campuses were represented as part of the NSF PAID Partnership for Faculty Equity and Diversity: UCI, UCLA, UCR, UCSB and UCSD. In addition, visiting participants from UC Berkeley, UC Davis, UC Merced, UC San Francisco and USC joined the program, along with Dean Evasius, NSF Program Director in the Division of the Mathematical Sciences (DMS).

The retreat, developed for chairs in the sciences and engineering, featured interactive theatre workshops with Cornell's Interactive

Theatre Ensemble (CITE) which focused on faculty recruitment and also on handling faculty conflict related to diversity issues. Dr. Mary Ann Mason, UC Berkeley, gave a talk entitled, "Do Babies Matter? Women in Academia." Charles Robinson, UCOP General Counsel, gave the keynote address on "The Legal Context for Diversity in the University of California." The retreat concluded with a presentation on "Insights into NSF's Approaches to Broadening Participation," by Dean Evasius. The next Department Chair Retreat in Lake Arrowhead is scheduled for Fall 2009.

The third annual NSF Leading Through Diversity Symposium for Senior Administrators and Deans,

entitled "Intentional Diversity" will be held on January 23, 2009 at UC Riverside. This meeting will feature a keynote address by UC Provost Robert Grey, a performance by Cornell's Interactive Theatre Ensemble and will also provide

insights into best practices around faculty diversity at the 5 partnership campuses.

Department Chair Forum with EVC Scott Waugh – November 14, 2008

EVC Scott Waugh met with 59 department chairs from across the campus for a luncheon meeting to discuss the budget. He raised the point that in times of reduced hiring, the focus on increasing diversity may falter. He stressed that we need to continue a strong focus on increasing student and faculty diversity, even in difficult economic times. ■



Cornell's Interactive Theatre Ensemble (CITE) at the Department Chair Retreat at Lake Arrowhead

For more information on Chair Forums and resources for chairs go to <http://www.faculty.diversity.ucla.edu/deptchair/index.htm>.

The Chair's Role in Departmental Fundraising

Vice Chancellor of External Affairs, Rhea Turteltaub and Tracie Christensen, Assistant Vice Chancellor of Development, College of Letters and Sciences, met with 46 department chairs and vice chairs on November 19, 2008. Vice Chancellor Turteltaub reviewed key steps in building a constituency, cultivating donors and setting the stage for solicitation and ongoing stewardship.

Assistant Vice Chancellor Christensen discussed the partnership between department chairs and development professionals. The role of the department chair in this partnership included:

being readily available when needed, making a serious commitment of time and energy, understanding the role of the development professional and making a mutual commitment to negotiated goals for both activities and dollars.

A faculty panel reviewed examples of successful fundraising activities within their departments. Ali Behdad, Professor of English and Comparative Literature discussed his experience working with development to secure a \$2.5 million grant from the Mellon Foundation. Tyrone Cannon, Staglin Family Professor

of Psychology, Psychiatry and Behavioral Science discussed his experience working in partnership with the Staglin family on a specific area of research and leveraging private funding "seed money" to enable obtaining additional federal resources. Robin Garrell, Professor of Chemistry and Biochemistry discussed the numerous ways her department has branded itself to "look like winners" and showcase their teaching, student and faculty



Vice Chancellor
Rhea Turteltaub

research and awards to parents, alumni and potential donors. Gary Hansen, Professor of Economics discussed his department's creation of a Board of Visitors to develop projects and attract philanthropic giving. The panel concluded with David Myers, Professor of History, explaining how the Center for Jewish Studies was able

to focus on a very specific constituency and convey a sense of passion and commitment for research to enable \$6 million in private fundraising. ■

Philanthropic donations are one way that departments can develop funding for diversity-related efforts, such as endowed chairs, graduate fellowships, awards and specific research centers or projects.

Key steps in building a constituency for philanthropic giving:

- ▶ Extend and leverage existing external relationships
- ▶ Start with "ever" donors, at any level
- ▶ Engage Alumni
- ▶ Encourage faculty dialogue about the fundraising process and ways to engage their partnership in identifying "connected" alumni
- ▶ Create programs and strategies for engagement (Boards, visiting scholars, alumni lecturers)
- ▶ Engender active support and engagement with external volunteers and donors by providing them an authentic "voice" within the department

Women in Science and Engineering at UCLA

One group of WISE women have been meeting on campus since April 2007 with the help of a Building Community program grant from Faculty Diversity and Development. This group of female graduate students, post docs, researchers and faculty members was started by Dr. Margaret Kivelson (Earth & Space Sciences) and graduate student, Britney Schmidt. More than 50 participants attended the first meeting, including representatives from chemistry, organic chemistry, cosmochemistry, geochemistry, chemical and materials sciences, planetary sciences, space physics, mechanical engineering, bioengineering, electrical engineering, math, atmospheric sciences, astronomy, physics, geophysics and biochemistry. Topics discussed at the first meeting included the "two career problem," achieving tenure, and the history of women's issues at UCLA. A second meeting was held in May 2007, which featured a faculty panel discussion including Dr. Sabeeha Merchant (Biochemistry), Dr. Ann Karagozian (Mechanical & Aerospace Engineering) and Dr. Andrea Ghez (Physics & Astronomy). The panelists gave examples



Panelists Dr. Sabeeha Merchant (Biochemistry), Dr. Ann Karagozian (Mechanical & Aerospace Engineering) and Dr. Andrea Ghez (Physics & Astronomy)

of career decisions they had made on their way to becoming ladder rank faculty members. Other meetings have focused on developing a booth for the Sally Ride Festival at Cal State LA and a meeting in winter 2008 featuring an all-industry panel of experts discussing careers in science and engineering. Over 90 women faculty and advanced students have been participating and benefiting from the WISE meetings. For more information about WISE at UCLA, contact Britney Schmidt at britneys@ucla.edu. ■

by **William Julius Wilson**, Harvard University, was co-sponsored by the Ralph J. Bunche Center for African American Studies and the office for Faculty Diversity & Development on April 17, 2008.

A book signing & reception on May 29, 2008 by UCLA sociologists **Edward E. Telles** and **Vilma Ortiz**, who presented and signed their new book, **Generations of Exclusion: Mexican Americans, Assimilation, and Race** was co-sponsored by the Chicano Studies Research Center and Faculty Diversity & Development. The much-anticipated *Generations of Exclusion* is the most comprehensive scholarly analysis yet on the economic, educational, linguistic, social, and political status of Mexican Americans.

The interdisciplinary **Migration Study Group** hosts a bi-weekly seminar series with speakers from across the social sciences, sponsored in part by Faculty Diversity & Development.

The **Infinite Possibilities Conference** for minority women in math and statistics will be sponsored in 2010 by the Institute for Pure and Applied Mathematics (IPAM) and Faculty Diversity & Development. ■

2008-2009 UCLA Faculty Diversity Ladder Rank Demographics

