

Focus on Diversity at UC, San Diego
Diversity Matters Webpage
UJIMA Network
Discussion and Feedback
2005

In a spring 2005 meeting, the leadership of UJIMA Network, an alliance of African-American staff, faculty, students, alumni and community members at UC San Diego, met with Chancellor Marye Anne Fox and Associate Chancellor and Chief Diversity Officer (CDO) Jorge Huerta to discuss issues of importance to the campus community.

Feedback: Among the issues identified by UJIMA as critical to advancing the diversity efforts were: the establishment of an interdisciplinary African-American Studies minor; recruitment and retention of African-American faculty, staff and students; support for programming that highlights the accomplishments of African-Americans; and promotion of activities that engage African-American alumni.

Response: Chancellor Fox provided the following response:

After a series of discussions with the Vice Chancellors and various members of the campus leadership, I am forwarding this response to the compilation of suggestions provided by the UJIMA Network. The responses reflect our concern for and commitment to a welcoming climate that encourages the realization of individual achievement. It is our hope that we have responded to the issues that have been raised and have identified avenues for progress. I welcome the assistance of members of the UJIMA Network as we work together to improve the climate for all UCSD campus community members.

Interdisciplinary African-American Studies Minor

We share a strong interest in the establishment of an interdisciplinary African American Studies Minor, and I understand that the Academic Senate's Committee on Educational Policy (CEP) will review the revised proposal early in fall quarter 2005. Associate Vice Chancellor – Undergraduate Education Mark Appelbaum and Assistant Vice Chancellor – Program Planning/Undergraduate Education Bonnie Horstmann are working with the appropriate faculty to ensure that the proposal is responsive to CEP's expectations. As part of the proposal submission process, letters in support of the African American Studies minor have been received from the Chairs of the Departments of Ethnic Studies, Literature, Music, Sociology, and Theatre and Dance. Additional letters are anticipated from four other departments that will contribute courses to the program.

Note: At the November meeting of the CEP, the African American Studies minor was approved.

Efforts to Increase the Numbers of African American Faculty, Staff and Students

I have always appreciated the importance of diverse perspectives in campus decisions and educational programs. To help our administration to consider diverse viewpoints, I have appointed Professor Jorge Huerta as Associate Chancellor and Chief Diversity Officer (CDO). Professor Huerta has assisted the senior campus administration in discussing diversity initiatives across the campus at our Vice Chancellors Meeting and as a member of the Chancellor's Council. He and Paul Drake, Social Sciences Dean, co-chaired a task force on underrepresented faculty, and the final recommendations have been shared with the campus leadership and the Academic Senate.

We believe a key to increasing the numbers of African American faculty is to cast a wide net and to identify a diverse pool of applicants for open positions. To assist our campus academic departments as they institute searches for faculty positions, CDO Huerta and Director of Academic Affirmative Action Jon Welch will visit all academic departments during the fall to inform the faculty, especially those serving on search committees, of "best practices" in recruiting, hiring and retaining a diverse faculty.

Academic Affairs has compiled extensive lists of recruiting resource options. These lists have been developed for each academic department as part of the "Best Practice" strategies to build applicant pools that enhance the chances of diversifying the academic workforce. These lists include the professional organizations that publish journals considered in the fields concerned. The professional organizations also provide contact information for women and minority subcommittees, as well as other women and minority groups who are receptive to posting faculty opening on their websites, list serves, job boards, etc. These recruitment resources lists are used quite extensively by departments and have assisted in enhancing the diversity of applicant pools over the past few years.

On a system-wide level, CDO Huerta has been named to a UC Task Force on Faculty Diversity. Charged by UC President Bob Dynes, the task force will visit all of the UC campuses in an effort to find viable ways to increase the number of underrepresented faculty at UC. In February 2006, the task force will present its findings to the Council of Chancellors. We hope that the task force will identify initiatives and programs that are working on sister campuses that can be implemented system-wide. Also, UCSD is a member of the newly formed "California Universities Pipeline Project (CUUP)," established to identify and maintain a pipeline between graduate schools and professoriate. CUUP members include the 10 UC campuses, as well as Stanford, USC and Caltech. UCSD representatives are Ross Frank, professor of Ethnic Studies; CDO Huerta, and Cross-Cultural Center Director Edwina Welch.

Note: The consortium is now the California Universities Consortium: Advancing Faculty & Graduate Student Diversity.

We share the UJIMA Networks' view of the importance of diversity initiatives in the everyday leadership of the university. In my one-on-one evaluations with each of the Vice Chancellors, I have included discussions about their diversity efforts, including the employment profiles for the faculty/staff in their units. Assistant Vice Chancellor Rogers Davis and Director Paula Doss are assisting the Vice Chancellors in their efforts to increase the diversity of staff and managers in their areas, and as part of that effort will review information on position levels and opportunities to increase the diversity of applicant pools. In addition, Rogers Davis will conduct an analysis, following the October 2005 merit program, to determine wage and salary progression for Affirmative Action Protective Class groups compared to others.

Awareness of Opportunities that Higher Education Provides

In the 2005-06 academic year, Vice Chancellor Joseph Watson will implement a revised recruitment and retention strategy for underrepresented students. The strategy will emphasize preparation for competitive admission to graduate and professional schools through student engagement in undergraduate enrichment programs and activities, e.g. undergraduate research and study abroad. Implementation of the strategy will involve Student Affairs units and collaborations with the colleges, academic departments, and academic minor programs. Vice Chancellor Watson will also work with EAOP, Cal-SOAP, Admissions and Enrollment Services, and community organizations to substantially increase the level of awareness, particularly within underrepresented communities in San Diego and Imperial Counties, of the course, grades, and test requirements for UC admissions.

The need for increased awareness for parents about educational options for their children and the steps their children should follow while in middle and high school is one that has been identified in gatherings I have had with the Urban League and other community organizations. We very much value that advice about information sessions for parents and Vice Chancellor Watson is enhancing efforts in Student Affairs to address that need.

To assist with increasing awareness to the career opportunities that higher education provides, my office has negotiated an agreement with members of Concerned Parents Alliance to sponsor a pilot program, "College Bound San Diego Educational Hour, on radio 1040AM. The 1040AM is a gospel, jazz, and talk station that is owned by a minority company and whose listeners are predominately African American. We envision that the College Bound Hour will focus on information for students and their families about higher education, including admission to UC.

Cultural Activities that Celebrate the African American Experience

With the start of the 2005-06 academic year, CDO Huerta will formulate a work group to discuss a year-long program of dialogues about diversity issues, including the African American experience. In addition to the participation of the directors of the campus community centers – the Cross-Cultural Center, the Women’s Center and the Lesbian Gay Bisexual Transgender Resource Center – he will encourage participation by the Diversity Council and others on campus to develop thought-provoking programming.

In your letter, UJIMA requested a full-time position to coordinate Black History Month. Although we are not in a position to add staffing with these responsibilities, my office staff has talked with Paula Doss, the Director of Equal Opportunity/Staff Affirmative Action, about identifying a staff intern to assist Black History Month planners with the celebration. The intern could be temporarily housed in the Sixth College; Edwina Welch, Cross-Cultural Center director, has agreed to supervise the intern.

Note: An intern has been hired and began her responsibilities in January 2006.

Active Engagement of African-American Alumni

Upon my arrival as Chancellor, I hosted a series of events to invite underrepresented communities to the campus. I appreciate that so many of the UJIMA Network members attended the “Meet the Chancellor” event on November 8. In that effort, Alumni Association staff liaison Martin Kaplan assisted with identifying African American alumni to invite to the campus.

Over the past several weeks, I have gone out into the community, most recently to the Elementary Institute of Science on July 12 for a tour and to conduct a science experiment on light emissions for a diverse group of 90 students. I went to the Urban League on June 27. Additional events – in schools, with community volunteer organizations, and established business and industry groups – will help me to focus on making and strengthening UCSD’s connections with the community. I would be eager for a member of the UJIMA Network to accompany me, particularly to area schools. I have asked Director of Campus Relations Irma Martinez Velasco to contact UJIMA Network leadership to discuss upcoming community events and to again work with our Alumni Association to keep our alumni involved in these activities.

Last fall, we invited and held a media roundtable with reporters from most of the minority and specialty media outlets in San Diego. As I near the one-year mark, I am eager to again meet with the media to discuss UCSD’s accomplishments and the very real challenges that lie ahead.

I will close with the thought that is uppermost in our minds as we discuss our future and the initiatives that will lead us to our goals: UCSD’s priority is our students. We strive to do everything possible to ensure that their university

experience is broad, diverse, culturally substantive and that it helps to build them a clear path to their future goals. A diverse faculty will ensure that UCSD reflects our global workplace.

As Chancellor, I will continue our focus on enhancing the educational experience and the overall quality of life for all students and the entire campus community. I thank you for your advice and assistance in this critical endeavor.

Marye Anne Fox
Chancellor