



PAUL W. DRAKE
SENIOR VICE CHANCELLOR
ACADEMIC AFFAIRS

9500 GILMAN DRIVE # 0001
LA JOLLA, CALIFORNIA 92093-0001
TEL: (858) 534-3130
FAX: (858) 534-5355

June 29, 2010

Lihini Aluwihare (Scripps Institution of Oceanography)
Michael Alston (UC San Diego alumni and community member)
Russ Chapman (Scripps Institution of Oceanography, through summer, 2010)
Antonio De Maio (Health Sciences)
Ahmed Elgamal (Jacobs School of Engineering)
Jeanne Ferrante, Co-Chair (Associate Vice Chancellor-Faculty Equity)
Shelley Halpain (Division of Biological Sciences)
Jorge Mariscal (Division of Arts and Humanities)
Jose Onuchic (Division of Physical Sciences)
Carol Padden (Division of Social Sciences)
Sy Prescott (Student Affirmative Action Committee member)
Krystal Tribbett (Graduate Student Association member)
Daniel Widener, Co-Chair (Department of History and Director, African American Studies Minor)
Paul Yu (Organized Research Units)
TBD (IR/PS)

SUBJECT: Charge of the Task Force to Promote the Recruitment, Support and Retention of Historically Underrepresented Faculty

Dear Colleagues:

In February 2004, a joint Senate/Administration Task Force was convened to review the campus' efforts with respect to the recruitment, careers, and retention of underrepresented faculty, including opportunities for professional development and academic advancement. The campus has since implemented a number of the Task Force's recommendations. The first step was the appointment of an Associate Chancellor and Chief Diversity Officer in December, 2004.

Subsequently, UC San Diego's first Associate Vice Chancellor for Faculty Equity (AVC-FE) was appointed in 2008, followed by the appointment of divisional Faculty Equity Advisors, respected faculty from each division/school who have been charged with the broad mandate to advance efforts to diversify the faculty and enhance the campus climate at UC San Diego. Under the leadership of the AVC-FE, the Faculty Equity Advisors work closely with their deans, departmental chairs, faculty, and search committees to promote recruitment practices that can lead to broad, diverse and well-qualified pools of candidates and to help change practices and culture that are barriers to faculty equity.

In response to the more recent call from the campus community to intensify our diversity efforts, I formally charge you to constitute a new Task Force whose overarching goal is to advance and incentivize efforts and practices that will promote the full participation of faculty who have been historically underrepresented in higher education, reflecting the full diversity of our larger community as defined by the 2006 statement of the Academic Senate (<http://www.universityofcalifornia.edu/diversity/diversity.html>). In recognition that the pipeline to a diverse faculty is at the graduate and postdoctoral levels, outreach efforts will be enhanced in cooperation with the Dean of Graduate Studies and Vice Chancellor for Research.

TASK FORCE TO PROMOTE THE RECRUITMENT, SUPPORT, AND
RETENTION OF HISTORICALLY UNDERREPRESENTED FACULTY

June 29, 2010

Page 2

The Task Force is specifically charged to:

- Review past task force recommendations and subsequent efforts to ensure the implementation of best practices.
- Solicit ongoing input and feedback from campus constituents (faculty, staff and student groups, including faculty from underrepresented groups who left UC San Diego), other campuses, and the community at large.
- Provide ongoing advice on evaluation of contributions to diversity in faculty hiring decisions and academic reviews to the SVCAA and divisional deans.
- Develop a proposed budget to provide incentives for greater campus efforts in support of task force goals. The budget proposal should be presented to my successor in fall, 2010.
- Work with the SVCAA and each divisional dean to develop focused campus, divisional and departmental objectives in outreach, recruitment, mentoring, support, and retention of underrepresented faculty; a strategic plan to implement them; and measures to evaluate their success. Divisional implementation plans are expected to be operational by spring, 2011. Develop a budget proposal for the implementation of these plans and metrics.
- Facilitate accountability of plan implementation in support of the SVCAA and divisional deans. Advise the SVCAA and divisional deans on FTE allocation and related resource decisions.
- Oversee the ongoing evaluation, improvement and implementation of the plans. Help to disseminate successful practices.

Chancellor Fox and I deeply appreciate your commitment to this critical effort for the UC San Diego campus. It is expected that the Task Force will provide a preliminary report to my successor by the end of the fall 2010 quarter.

With best regards,



Paul W. Drake
Senior Vice Chancellor

cc: Chancellor Fox
CDO Daley