

LETTER TO UNDERREPRESENTED FACULTY AT UCSD

April 30, 2004

Dear Colleague:

We are writing to you on behalf of the Academic Senate/Administrative Task Force on Underrepresented Faculty. As you may know, Acting Chancellor Chandler and Acting Sr. Vice Chancellor Dave Miller formed this Task Force in collaboration with the Academic Senate to investigate and report to the administration the current state of underrepresented faculty on the General Campus, SIO and SOM.

Early in our deliberations we determined that it would be very beneficial to our review to have a brief, informal conversation with underrepresented faculty. It is our sincere desire to find out what underrepresented faculty feel about their departments and the campus itself, in terms of hiring, retention and promotion of underrepresented faculty. To this end, various members of the Task Force will interview underrepresented faculty. In order that you might prepare your comments in advance we have listed below some of the questions we would like to discuss with you. These questions are merely a starting point for discussion. You should feel free to comment on other aspects of your university experience that you feel would give us a better understanding of your particular needs vis-à-vis your department, your division, or the university as a whole.

The first question, of course, is: Do you consider yourself to be a member of an underrepresented group? Secondly, would you agree to be interviewed? If you do not identify as a member of an underrepresented group and/or do not wish to participate in this process, feel free to decline the request from our Task Force member.

We assure you that these interviews will be strictly confidential. We hope, by listening to you and other colleagues, to better understand why this campus is lacking a more diverse faculty population.

We thank you in advance and look forward to receiving your comments on this important issue. Please contact us if there are any concerns.

Yours,

Paul Drake, Dean
Division of Social Sciences
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Jorge Huerta
Chancellor's Associates Professor of Theatre
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INTERVIEW QUESTIONS

1. Why did you come to UCSD?
2. How were you treated in the recruitment process?
3. How have you been treated since joining the faculty?
4. Why have you stayed? Would you consider leaving?
5. UCSD wants to recruit more underrepresented faculty. Are there specific things that we could do to be more effective?
6. UCSD wants to retain its underrepresented faculty. Do you have any suggestions for improving the conditions for and numbers of underrepresented faculty in your department and/or the campus as a whole?

IF YOU ARE NO LONGER AT UCSD

Why did you leave?

TASK FORCE MEMBERSHIP

Richard Attiyeh, Vice Chancellor - Research
David Bailey, Deputy Vice Chancellor - Health Sciences
Sandra Brierley - Staff Representative
Ann Briggs Addo, Interim Associate Chancellor - Chancellor's Office and *Consultant*
Zeinabu Davis, Professor - Communication
Paul Drake, Dean - Social Sciences and *Co-Chair*
Jorge Huerta, Professor - Theatre & Dance and *Co-Chair*
Jorge Mariscal, Associate Professor - Literature/CLAH
Mark Ohman, Professor - SIO/IOD
Nayan Shah, Associate Professor - History
Sunhil Sinha, Professor - Physics
Lindsey Stevens - Undergraduate Student Representative
Charles Tu, Professor - ECE
Jean Wang, Professor - Biological Sciences Division
Deborah Wingard, Professor - Family & Preventive Medicine
Ana Celia Zentella, Professor - Ethnic Studies
TBN - Graduate Student Representative

LETTER TO DEANS AND DEPARTMENT CHAIRS AT UCSD

June 22, 2004

Dear Colleague:

We are writing to you on behalf of the Academic Senate/Administrative Task Force on Underrepresented Faculty (membership listed below). As you may know, Acting Chancellor Chandler and Acting Sr. Vice Chancellor Dave Miller formed this Task Force in collaboration with the Academic Senate to investigate and report to the administration the current state of underrepresented faculty on the General Campus, SIO and SOM.

Early in our deliberations we determined that it would be very beneficial to our review to have a brief, informal conversation with underrepresented faculty. To this end, our Task Force interviewed a number of faculty from across the campus, including SIO and SOM. We would now like to secure input from an administrative perspective and write to ask for your assistance.

We have outlined a number of questions below; please respond to as many as you can. Our aim here is to determine what best practices exist across the campus that should be captured and shared, what might be some of the barriers to further diversifying the faculty ranks, and what opportunities might exist to make positive changes. Note that in this context the term 'underrepresented faculty' is used to refer to those groups that have faced long-standing discrimination in this country: African American, Chicano/Mexican American, American Indian, and Puerto Rican. Your comments will be held in the strictest confidence and the results of this effort will be reported only in aggregate. We would appreciate a response from you by July 7, 2004. Please contact either of us if you have questions or concerns about this process or the Task Force in general.

Sincerely,

Paul Drake, Dean
Division of Social Sciences
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Jorge Huerta
Chancellor's Associates Professor of Theatre
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SURVEY QUESTIONS TO DEPARTMENT CHAIRS AND DEANS

Due date: July 7, 2004

1. What are the key contributing factors to your failure/success in recruiting underrepresented faculty (URM)?
2. What more could departments do in the recruitment process to assure better outcomes for URM?
3. Are underrepresented faculty treated equitably in the recruitment process relative to their peers?
4. What concrete steps should be undertaken to assure URM successfully progress through the ranks once here?
5. Why do you think URM leave UCSD?
6. What concrete things could be done at the departmental level to retain URM?
7. What are the service requirements placed on URM faculty in your department?
8. Does your department have a mentor program? How effective is it?
9. Do you have any suggestions for how to build a critical mass of graduate students in your discipline?
10. Please describe successful strategies employed in your department/division to recruit and retain URM faculty.
11. Are there any other comments you wish to pass on to the Task Force?

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