

February 17, 2004

Richard Attiyeh, Vice Chancellor – Research
David Bailey, Deputy Vice Chancellor – Health Sciences
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
Charles Tu, Professor – ECE
Jean Wang, Professor – Biological Sciences Division
Deborah Wingard, Professor – Family & Preventive Medicine
Ana Celia Zentella, Professor – Ethnic Studies
TBN – Undergraduate Student Representative
TBN – Graduate Student Representative
TBN – Staff Representative

Dear Colleagues:

I am so pleased that you have agreed to serve on the task force considering traditionally underrepresented groups. Specifically, the Task Force is being asked to review the campus' efforts with respect to the recruitment and retention of underrepresented faculty, including opportunities for professional development and academic advancement. My intention is for you to gather a thoughtful review of the policies, practices, outcomes, strengths, and weaknesses of our faculty diversification efforts.

In carrying out its work, the task force should certainly consider all relevant available quantitative data. However, because quantitative data alone may not identify issues, or solutions, that could affect the campus experience of underrepresented faculty the Task Force is encouraged to solicit and include qualitative data as well. Interim Associate Chancellor Ann Briggs Addo will be the committee's consultant and will assist in the gathering of data.

So that your work can inform the next faculty recruitment cycle, I would appreciate receiving the committee's report by the end of Spring quarter. Paul Drake and Jorge

Huerta will co-chair the Task Force and they are looking forward to productive discussions with you. The first meeting will be convened shortly.

Again, thank you for your willingness to help with this important initiative.

Sincerely,

Marsha A. Chandler
Acting Chancellor

cc: A. Briggs Addo
E. Holmes
C. Kennel
D. Miller

From: Acting Chanc Chandler [mailto:all-staff-relay@ucsd.edu]
Sent: Tuesday, January 27, 2004 11:08 AM
To: all-staff-dist@ucsd.edu
Subject: Senate-Admin Task Force on Underrepresented Faculty

UCSD
CAMPUS NOTICE
University of California, San Diego

OFFICE OF THE CHANCELLOR

January 27, 2004

ALL ACADEMICS AT UCSD (including UCSD Healthcare)
ALL STAFF
ALL STUDENTS

SUBJECT: Creation of a Senate-Administration Task Force on
Underrepresented Faculty

In this decade of rapid growth, it is especially important that we maintain UCSD's tradition of recruiting the highest quality faculty. As an essential part of that process, this is an opportune time to review the campus' efforts with respect to the recruitment and retention of underrepresented faculty, and their opportunities for professional development and academic advancement. My intention is to gather a thoughtful, primarily qualitative review of the policies, practices, outcomes, strengths and weaknesses of our faculty diversification efforts.

To this end, I am forming a joint Academic Senate-Administration Task Force on Underrepresented Faculty to advise me, Acting Senior Vice Chancellor Miller, and Vice Chancellors Holmes and Kennel on these matters. The Task Force, predominantly comprised of faculty members, will convene in February and complete its work by the end of the 2004 Spring Quarter. The Academic Senate's Committee on Committees is preparing a slate of faculty nominations for this Task Force, and I also welcome campus input.

If you would like more information on this initiative, please direct your questions and suggestions to the office of Acting Senior Vice Chancellor for Academic Affairs David Miller, or to Interim Associate Chancellor Ann Briggs Addo.

Marsha A. Chandler
Acting Chancellor