



October 13, 2005

Dr. Robert C. Dynes, President
University of California
Office of the President
1111 Franklin St., 12th floor
Oakland, CA 94607-5200

Dear President Dynes:

As faculty at the University of California, Los Angeles, we are deeply concerned about issues of representation, diversity, equity, and fairness at all levels of this institution, including the low numbers of tenure-track faculty and senior administrators of color, as well as the continuing crisis in admissions of African American, Latino and Native American undergraduate and graduate students. For this reason, we believe that it is imperative that these issues are foremost among considerations in the hiring of the new UCLA Chancellor.

At UCLA, African American, Latino, and Native American tenure-track faculty combined account for just 145 out of 1,809 faculty, or 8 percent. The number of underrepresented faculty has remained nearly constant over the past five years; and there is a pronounced underrepresentation of all women of color, including Asian American. Such a modest representation at one of the most prestigious public universities in this nation is appalling and is seriously out of step with Los Angeles and the state (where such groups account for 55 percent and 39 percent of the populations, respectively, but remain woefully underserved). These numbers also fail to reflect the more than 50 percent increase over the past decade in the pool of underrepresented minority Ph.D. students from leading universities available for hire.

In fact, according to UCOP data from 1999-2003 (not including medical and law schools), UCLA made tenured appointments at one-half the academic availabilities: 3.3 percent underrepresented appointments versus 6.5 percent availabilities. Even worse, these hires all came from just two areas of campus: Social Sciences and Other Humanities. Twenty other areas on campus made no tenured appointments of underrepresented faculty during this period. The situation was not much better for Asian Americans, where hiring is concentrated in the Biological Sciences, Engineering, and Mathematics, and includes a number of citizens of other nations. Seventeen areas on campus made no tenured appointments of Asian American faculty; and there were just two hires in the Social Sciences.

Within the faculty administrative ranks, there is one underrepresented faculty member appointed at the level of dean. The Chancellor's cabinet has remained constant with only three underrepresented faculty appointments since 1990. Astonishingly, on a campus where Asian Americans represent 42 percent of the incoming class, there is not one Asian American in the Chancellor's entire cabinet.

Similarly, the annual decline since 1997 in the numbers of African American, Latino, and Native American students has actually changed the character of UCLA and the sense of opportunity conveyed to youth and their parents in the city at large. While UCLA is not alone in the UC in this regard – as signaled by the recent report from the University Committee on Affirmative Action and Diversity – it should be a leader in addressing this issue, especially given the demographics of Los Angeles and the role of the UC as a public institution serving the community.

While we are well aware of the constraints imposed by Proposition 209, due in large part to strong administrative leadership, the University of Michigan, the University of Virginia, Harvard, and Duke have substantially increased their faculty and student diversity. We believe that such gains are also possible at UCLA if the commitment to diversity and equity is prioritized throughout the university.

In order to facilitate such a change, we need a new Chancellor with a proven track record of attracting and maintaining a diverse faculty and student body, and who would strive to achieve a university community that reflects the ethnic, racial, sociocultural, and gender richness of this great state. The four racial/ethnic "minority" groups in California now make up over half of the general population and a significant majority of the L.A. area, but they remain a population with limited access to the University of California. This population is large enough and internally diverse enough to require distinct efforts on a number of fronts across individual campuses and in the UC system. We look forward to attracting leadership who appreciates these complexities, concerns, and opportunities. Clearly, addressing the current disparities in educational and employment opportunity are central if UCLA is to fulfill its public mission and contribute to the state's future.

Sincerely,

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Project/ Center for Mental Health in Schools
Alpers, Edward A., Professor and Chair, Department of History
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Avila, Eric, Associate Professor, Department of Chicana and Chicano Studies
Bastani, Roshan, Professor, School of Public Health
Baswell, Christopher, Professor, Department of English
Behdad, Ali, Professor, Department of English
Berkanovic, Emil, Professor, Department of Community Health Sciences
Blasi, Gary, Professor, School of Law
Bloch, Ruth, Professor Department of History
Bonds, Curley L., Associate Clinical Professor, Department of Psychiatry
Booker, Catron, Professor, Department of Theater
Bourdaghs, Michael K., Associate Professor, Department of Asian Languages & Cultures
Brodkin, Karen, Professor, Department of Anthropology and Women's Studies
Brown, E. Richard, Professor, Department of Health Services and Department of Community

Health Sciences

- Brown, Scot, Associate Professor, Department of History, Associate Director, Bunche Center for African American Studies
- Browner, Carole H., Professor, Department of Psychiatry and Biobehavioral Sciences, Director, Center for Culture and Health
- Burns, Lucy Mae San Pablo, Assistant Professor, Department of Asian American Studies and World Arts and Culture
- Caldwell, John T., Professor, Department of Film, Television, and Digital Media
- Carbado, Devon, Professor, School of Law
- Chang, Mitchell J., Associate Professor, Department of Education
- Cheung, King-Kok, Professor, Department of English and Asian American Studies
- Cochran, Susan D., Professor, Department of Epidemiology and Statistics
- Cooper, Robert, Assistant Professor, Department of Education
- Corral, Norma, Librarian, Department of Collections, Research & Instructional Services
- Courey, Albert, Professor, Department of Chemistry and Biochemistry
- de Anda, Diane, Associate Professor, Department of Social Welfare
- de Leeuw, Jan, Distinguished Professor and Chair, Department of Statistics
- DjeDje, Jacqueline Cogdell, Professor and Chair, Department of Ethnomusicology
- DuBois, Ellen Carol, Professor, Department of History
- Duranti, Alessandro, Professor, Department of Anthropology
- Edgerton, Robert B., Professor, Department of Psychiatry & Biobehavioral Sciences and Anthropology
- Estrada, Leobardo, Associate Professor, School of Public Affairs
- Fan, Cindy, Professor, Department of Geography and Asian American Studies
- Favro, Diane, Professor, Department of Architecture and Urban Design
- Foster, Susan L., Professor, Department of World Arts and Cultures
- Fuligni, Andrew, Professor-in-Residence, Department of Psychiatry & Biobehavioral Sciences
- Gallagher, Lowell, Associate Professor, Department of English
- Garcia-Garibay, Miguel, A., Professor, Department of Chemistry and Biochemistry
- Gaspar de Alba, Alicia, Associate Professor, Department of Chicana and Chicano Studies
- Geigamamah, Hanay, Professor, Department of Theater, Interim Director of the American Indian Studies Center
- Gere, David, Associate Professor and Acting Chair, Department of World Arts and Cultures
- Goldstein, Carol, Practice Faculty, Department of Urban Planning
- Gondek, Juliana, Distinguished Professor of Voice, Department of Music Chair, Division of Voice Studies
- Gonzalez, Elma, Professor, Department of Ecology and Evolutionary Biology
- Goodwin, Marjorie H., Professor, Department of Anthropology
- Goyal, Yogita, Assistant Professor, Department of English
- Graham, Sandra, Professor & Chair, Department of Education
- Gutierrez, Kris D., Professor, Department of Education
- Hahn, H. Thomas, Raytheon Professor and Chair, Department of Mechanical & Aerospace Engineering
- Hale, Sondra, Professor, Department of Anthropology and Women's Studies
- Harding, Sandra, Professor, Graduate School of Education and Information Studies

Harris, Cheryl, Professor, School of Law
 Harter, Patricia M., Associate Professor, Department of Theater
 Hayes-Bautista, David E., Professor of Medicine, Department of Division of General Internal
 Medicine & Health Services Research
 Henley, Nancy M., Professor, Department of Psychology
 Hernández-León, Rubén, Assistant Professor, Department of Sociology
 Hewlett, Edmond R., Associate Professor and Vice-Chair, Department of Division of Restorative
 Dentistry
 Hill, Robert, Professor, Department of History
 Hirsch, Ann M., Professor, Department of Molecular, Cell and Developmental Biology
 Hoffenberg, Marvin, Professor, Department of Political Science
 Hong, Grace, Assistant Professor, Department of Asian American Studies and Women's Studies
 Program
 Howes, Carollee, Professor, Department of Education
 Hune, Shirley, Professor, Department of Urban Planning
 Hunt, Darnell, Professor, Department of Sociology, Director of the Bunche Center for African
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 Hurtado, Sylvia, Professor, Department of Education
 Iguchi, Martin Y., Professor, Department of Community Health Sciences
 Jones, Michael Owen, Professor, Department of World Arts and Cultures
 Kang, Jerry, Professor, School of Law
 Keller, Edmond J., Professor, Department of Political Science
 Kellner, Douglas, Professor and George F. Kneller Chair, Department of Education
 King, Katherine Callen, Professor, Department of Comparative Literature and Classics
 Klein, Cecelia F., Professor, Department of Art History
 Kligman, Gail, Professor, Department of Sociology
 Kreiman, Jody, Professor, Department of Surgery Head and Neck, School of Medicine
 Kroskirty, Paul V., Professor, Department of Anthropology, Chair, American Indian Studies
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 Lavine, Adrienne, Professor, Department of Mechanical and Aerospace Engineering, Chair,
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