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 under representation 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,

Abel, Emily, Professor, Department of Public Health Services
Adelman, Howard, Professor, Department of Psychology, Co-director, School Mental Health Project/ Center for Mental Health in Schools
Alpers, Edward A., Professor and Chair, Department of History
Aneshensel, Carol S., Professor, Department of Community Health Sciences
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
Bourdachs, 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
Brown, 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
Chung, 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
Durante, 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
Geiogamah, 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 American Studies
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
Kroskrity, Paul V., Professor, Department of Anthropology, Chair, American Indian Studies
Lal, Vinay, Associate Professor, Department of History and Asian American Studies
Lavine, Adrienne, Professor, Department of Mechanical and Aerospace Engineering, Chair, Academic Senate
Leavitt, Jacqueline, Professor, Department of Urban Planning
Lee, Rachel, Associate Professor, Department of English, Women’s Studies, and Asian American Studies
Leong, Russell C., Adjunct Professor, Department of English and Asian American Studies
Leung, Angelia, Associate Professor, Department of World Arts and Cultures
Levitz, Tamara, Associate Professor, Department of Musicology
Lionnet, Francoise, Professor, Department of French & Francophone Studies
Lohmann, Susanne, Professor, Department of Political Science
Littleton, Christine A., Professor, School of Law, Chair, Women’s Studies
Lionett, Francois, Professor, Department of French & Francophone Studies
Lopez, Steven R., Professor, Department of Psychology, Psychiatry, and Chicana/o Studies
Louie, David Wong, Associate Professor, Department of English and Asian American Studies
Lysy, Antonio, Professor, Department of Music, String Department Head
Maclas, Reynaldo F., Professor and Chair, Department of Chicana and Chicano Studies
Mahon, Maureen, Assistant Professor, Department of Anthropology
Marchant, Elizabeth A., Associate Professor, Department of Spanish & Portuguese and Women's Studies
Marks, Victoria, Professor, Department of World Arts and Cultures
Matsumoto, Valerie, Associate Professor, Department of History and Asian American Studies
McCrary, Susan, Professor, Department of Musicology
McDonough, Patricia M., Professor, Vice Chair, Department of Education
McHugh, Kathleen, Associate Professor, Department of English, Director, Center for the Study for Women
McLaren, Peter, Professor, Department of Education
Mellor, Anne K., Professor, Department of English
Milkman, Ruth, Professor, Department of Sociology
Mitoma, Judy, Professor, Department of World Arts and Cultures, Director, Center for International Performance
Moon, Ailee, Associate Professor and Chair of Doctoral Program, Department of Social Welfare
Morales, Leo, Associate Professor, Department of Health Services
Morisky, Donald E., Professor, Department of Community Health Sciences
Mukhiya, Vinit, Assistant Professor, Department of Urban Planning
Mullen, Harryette, Professor, Department of English and African-American Studies
Munro, Pamela, Professor, Department of Linguistics
Myers, Hector F., Professor, Department of Psychology
Nakamura, Robert A., Professor, Asian American Studies, Director, Center for Ethno Communications
Nakanishi, Don T., Professor, Department of Education, Director, Asian American Studies Center
Nelson, Steven, Assistant Professor, Department of Art History
Nichols, Mary D., Professor, School of Law, Director, Department of Institute of the Environment
Nishijima, Carol, Head, Gifts Section, Young Research Library
Noriega, Chon A., Professor, Department of Film, Television and Digital Media, Director, Chicano Studies Research Center
Norseng, Mary Kay, Professor, Department of Scandinavian Section
Nguyen-vo, Thu-Huong, Assistant Professor, Asian American Studies
Nunn, Joseph A., Professor, Vice Chair and Director of Field Education, Department of Social Welfare
Oakes, Jeannie, Presidential Professor, Graduate School of Education & Information Studies, Director, Institute for Democracy Education & Access (IDEA), Director, UC All Campus Consortium on Research for Diversity (ACCORD)
Ong, Paul, Professor and Director, The Ralph & Goldy Lewis Center for Regional Policy Studies
Orellana, Marjorie Faulstich, Associate Professor, Department of Education
Ortiz, Vilma, Associate Professor, Department of Sociology
Osborne, Alfred E. Jr., Associate Professor, Department of Global Economics and Management, Senior Associate Dean, Anderson School
Ozler, Sule, Associate Professor, Department of Economics
Pérez-Torres, Rafael, Professor, Department of English
Plann, Susan, Professor, Department of Spanish & Portuguese
Poonawala, Ismail, Professor, Department of Arabic & Islamic Studies
Quigley, Colin, Associate Professor, Department of World Arts and Cultures
Reiff, Janice L., Associate Professor, Department of History
Rice, Timothy, Professor, Department of Ethnomusicology
Richardson, John V. Jr., Professor, Department of Information Studies, Associate Dean, Graduate Division
Roberts, Allen F., Professor, Department of World Arts & Cultures, Director, James S. Coleman African Studies Center
Robinson, Russell, Acting Professor, School of Law
Rodriguez, Michael A., Associate Professor, Department of Family Medicine
Rousséve, David, Professor, Department of World Arts and Cultures
Rowe, Karen E., Professor, Department of English
Roy, William G., Professor, Department of Sociology
Saguy, Abigail C., Assistant Professor, Department of Sociology
Salman, Michael, Associate Professor, Department of History
Santa Ana, Otto, Associate Professor, Department of Chicana and Chicano Studies
Sawyer, Mark, Associate Professor, Department of Political Science and African American Studies
Schultz, James A., Professor, Department of Germanic Languages, Director, Lesbian, Gay, Bisexual, and Transgender Studies Program
Shih, Shu-mei, Associate Professor, Asian Languages and Cultures/Comparative Literature
Sharpe, Jenny, Professor, Department of English & Comparative Literature
Sinclair, Barbara, Professor, Hoffenberg Chair, Department of Political Science
Singer, Marjorie Kagawa, Associate Professor, Department of Asian American Studies, School of Public Health
Smith, Judith L., Professor, Department of Physiological Science, Vice Provost for Undergraduate Education
Solorzano, Daniel G., Professor, Department of Education
Sorgenfrei, Carol Fisher, Professor, Department of Theater
Stevenson, Brenda, Professor, Department of History
Stoll, Michael A., Associate Professor, Department of Public Policy
Takahashi, Lois M., Associate Professor, Department of Urban Planning
Tamanoi, Mariko, Associate Professor, Department of Anthropology
Telles, Edward, Professor, Department of Sociology
Tidwell, Romeria, Professor, Department of Education
Torres, Carlos Alberto, Professor, Department of Education
Traweek, Sharon, Associate Professor, Department of History
Tucker, Marion Belinda, Professor, Department of Psychiatry & Biobehavioral Sciences
Valadez, Concepción M., Associate Professor, Department of Education
Valenzuela, Abel Jr., Associate Professor, Department of Chicano Studies and Urban Planning Director, Center for the Study of Urban Poverty, Chair, UC Committee on Latino Research
Valenzuela, Jose Luis, Professor, Department of Theater, Film and Television
Villarreal, Edith, Professor, Department of Theater, Associate Dean, School of Theater, Film and Television,
Wilms, Wellford W., Professor, Department of Education Director, Educational Leadership Program
solorzano@gseis.ucla.edu, csorgenf@tft.ucla.edu, mstoll@ucla.edu, takahash@spa.ucla.edu, mtamanoi@ucla.edu, telles@soc.ucla.edu, tidwell@gseis.ucla.edu, torres@gseis.ucla.edu, trawek@history.ucla.edu, mbtucker@ucla.edu, valadez@gseis.ucla.edu, abel@ucla.edu, jlvalenzuela@tft.ucla.edu, edity@tft.ucla.edu, wilms@gseis.ucla.edu, colin@humnet.ucla.edu, evw@ucla.edu, yarborou@humnet.ucla.edu, mzhou@soc.ucla.edu, jnunn@ucla.edu, leobard@ucla.edu, lopez@psych.ucla.edu, lsmorales@mednet.ucla.edu, shurtado@gseis.ucla.edu, carbado@mail.law.ucla.edu, rhill@history.ucla.edu, pmong@ucla.edu, stevenso@history.ucla.edu