

UNIVERSITY OF CALIFORNIA, LOS ANGELES  
**DAILY BRUIN**

## **Initiative calls for more diverse faculty**

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By Shaun Bishop

The four ethnic research centers at UCLA will unveil a proposal today asking the university for additional faculty to help the centers keep pace with California's growing minority population.

The Faculty Diversity Initiative calls for an additional 24 jobs out of some 200 new teaching jobs granted to UCLA to handle an expected enrollment increase of 4,000 by the end of the decade.

The new jobs would be divided evenly between the four centers, resulting in six new positions each for the African American, Asian American, Chicano and American Indian Studies Centers.

Carlos Manuel Haro, assistant director of the Chicano Studies Research Center, said the centers realize that everyone is hurting from recent budget cuts. But they feel the centers should get priority during distribution of the new jobs.

The initiative states the increase in systemwide enrollment is a direct result of California's increasing minority population. Therefore, the allocation of new jobs should reflect the reason the jobs were granted in the first place.

"We see this as not only a good possibility for UCLA to be the premiere institution of ethnic studies research, but for the University of California system to deal with demographic changes in state," Haro said.

The directors of the four research centers submitted the proposal to Chancellor Albert Carnesale for review last week. It highlights the positive effects the research centers have had on educating an increasingly diverse UCLA student body.

“Indeed, these faculty members have increased both enrollments and majors within their departments, and they have often played significant leadership roles within their departments and schools,” the directors wrote in the proposal.

The initiative seeks to increase minority representation in the UC system, citing minority groups make up 64 percent of college-age adults in California but only 19.1 percent of UC ladder-rank faculty.

The plan also emphasizes a need for a “critical mass” of faculty in ethnic studies research to “provide an intellectual environment that can attract, nurture and prepare all students” to study the changing demographics of the state.

Haro said this critical mass is necessary to expand research, teaching and faculty retention in ethnic studies. He added that additional faculty support in the centers will create a productive atmosphere conducive to this expansion.

The centers plan to share the proposal with alumni, community leaders and colleagues at other UC campuses, and eventually UC President Richard Atkinson.

Even though the organization of ethnic research is different at each UC campus, Haro said the opportunity to utilize resources in a different way is a universal concept.

The public is encouraged to attend today’s town hall meeting on the initiative. Directors from each of the centers will be present along with students, faculty and community leaders.