As the first UC San Diego Vice Chancellor for Equity, Diversity, and Inclusion (EDI), I want to take this opportunity to update our community on the activities and initiatives of my office since January 2013. These activities demonstrate the steps UC San Diego is actively taking to embrace diversity, equity, and inclusion as essential ingredients in the recipe for academic excellence in higher education.

In January, the Chancellor and I championed broad campus participation in the University of California Campus Climate Study Survey. The survey provided an opportunity for students, faculty, staff, and trainees to report their experiences with diversity and inclusion here at UC San Diego. The data is being used to assess the learning, living and working environment—or “campus climate” for UC San Diego.

In the winter and spring quarters, the Chancellor and I presided over four meetings of the Chancellor’s Climate Council on Equity, Diversity, and Inclusion. In those meetings, Climate Council members evaluated campus progress on the 2010 administrative commitments, provided feedback on the developing Campus Strategic Plan, and also hosted a campus-wide meeting devoted to improving the admissions yield of undergraduate under-represented minority students. Throughout the winter, spring and summer quarters, EDI participated in the campus wide strategic planning town halls and meetings, and conducted its own strategic planning outreach. To be sure that we heard the concerns and needs of diverse students, staff and faculty, EDI organized fourteen events to get feedback on how UC San Diego could improve its recruitment, retention, and experience for under-represented minority students, staff, and faculty. As a result of that feedback, the most current version of the campus strategic plan explicitly recognizes that both “equity, diversity, and inclusion” and a commitment to “our top quality and diverse faculty” are key strategies, and that “being a diverse community of scholars where learning is accessible and affordable to all” must be a key goal of UC San Diego going forward. This fall, EDI is continuing to play an integral role in the development of the campus strategic plan.

This year, EDI opened two new student centers — The Black Resource Center and the Raza Resource Centro. These new centers, in collaboration with EDI’s Cross-Cultural Center, Women’s Center, and LGBT Resource Center, are the backbone of UC San Diego’s commitment to a positive climate for all and to the maintenance of diverse places where all UC San Diego students can find academic support, non-academic counseling, and leadership development resources. You can learn more about the EDI Centers in this issue of Community News.

I have also worked closely with Associate Vice Chancellor Jeanne Ferrante and the Executive Vice Chancellor for Academic Affairs, Suresh Subramani, to strengthen our work to diversify the faculty. We crafted a document that affirms our expectation that Deans will take a leadership role in the development of diverse faculty interview and finalist pools. That document, “Roles and Responsibilities for Achieving Equity, Diversity and Inclusion in Academic Searches” outlines best practices to improve and expand on UC San Diego’s outreach, recruitment, and selection of faculty. Throughout the fall, EDI will also conduct 16 Faculty Search Leadership Development Workshops for Deans, Faculty Equity Advisors, and Search Committee Chairs.

In early October, I hosted the first-ever UC San Diego receptions in appreciation of our new and returning women faculty and underrepresented minority faculty. The Chancellor, the Executive Vice Chancellor, the Vice Chancellors, Deans, and Academic Senate leaders attended the receptions.

The staff and students in EDI and its community centers have been crucial to this work. Let me thank all of them publicly for the guidance and support they have provided to me during my first year as Vice Chancellor of Equity, Diversity, and Inclusion. There is much that remains to be done, but we are off to a great start. We will continue to work with the entire campus to make diversity, equity, and inclusion integral elements of the UC San Diego’s architecture.

Warmly,
Linda S. Greene
Vice Chancellor Equity, Diversity, and Inclusion
UC San Diego
FELLOWSHIP PROGRAM ATTRACTS DIVERSE POSTDOCS

Mesmerized by the movement of water as a child—from the ocean to waves and floods—Timu Gallien has transformed her childhood curiosities into full-time research as one of UC San Diego’s newest Chancellor’s Postdoctoral Fellows at Scripps Institution of Oceanography. Serving as a role model for women in STEM fields (Science, Technology, Engineering and Mathematics), Gallien studies coastal flood risks, sea level rises and the effects of urbanization in order to create awareness about the potential consequences of climate change.

“This fellowship program provides exceptional research opportunities,” said Gallien, who is currently conducting field work in Oregon. “I am able to pursue my specific research interests and connect with a diverse network of scholars.”

The UC San Diego Chancellor’s Postdoctoral Fellowship Program for Academic Diversity began in 2010 to provide research opportunities, professional development and networking events for outstanding women and underrepresented scholars whose research and service contributes to greater understanding, engagement and access. Eligible scholars with a Ph.D. degree in any field of study receive a $40,000 award for a one-year fellowship, with the potential for renewal for an additional year. UC San Diego is one of five UC campuses to offer the program, an extension of the University of California President’s Postdoctoral Fellowship Program, which connects diverse postdocs with academic communities that benefit from their diverse perspectives.

“We strive to create a culture of inclusiveness at UC San Diego, where faculty members, students and postdocs flourish in an academic community that values diverse perspectives,” said Linda S. Greene, vice chancellor for Equity, Diversity and Inclusion. “The Chancellor’s Postdoctoral Fellowship Program allows us to cultivate a rich collection of scholars whose research and service contributes to a more equitable and accessible university.”

This year, UC San Diego is home to three Chancellor’s Fellows and four President’s Fellows in fields ranging from communication to microbiology and history. The program supports postdocs who have overcome economic, social and educational barriers as well as scholars whose research, teaching and service demonstrate a commitment to addressing issues of equality and access. Each year 15 scholars are chosen as President’s Fellows; those who are not selected become eligible for Chancellor’s Fellowships at partner campuses. To learn more about our UC San Diego Chancellor Postdoctoral Fellows Mike Amezcua (History), Timu Gallen (Scripps Institute of Oceanography) and Rosio Rosales (Center for Comparative Immigration Studies) visit http://diversity.ucsd.edu/fellowship/current-fellows.html.

“I believe diversity drives discovery,” said Gallien, who is an advocate for increasing representation across all fields of study. She has mentored a diverse group of students in research, job preparation activities, graduate school applications, funding proposals and overcoming social barriers beyond the classroom.

An essential goal of both the Chancellor’s and President’s Fellowship programs is to encourage postdocs to seek faculty positions at the University of California; in the past decade, more than 100 have been appointed to tenure-track positions. A hiring incentive is offered—up to five years of salary supplement—to help diversify faculty at all UC campuses. UC San Diego is currently home to 18 faculty members who are former fellows. Their work encompasses topics ranging from women’s studies to global food security and gender politics, enriching understanding and awareness of important social issues on campus and in the community.

A large number of former President’s fellows reside in the ethnic studies department at UC San Diego, including founding faculty member Yen-Le Espiritu. A recent alumnus of the program, Wayne Yang, assistant professor in the department of ethnic studies, attributes his current faculty position at UC San Diego to the associations fostered through the fellowship program. Actively involved in community organizing and youth development, Yang remarked that an invitation to speak at an ethnic studies colloquium led to a career he had not considered before.

“I wouldn’t be teaching at UC San Diego without that experience and the connections I made,” said Yang. “My mentors opened my eyes to the possibilities of being a professor and provided the necessary push I needed to attempt a professional career in academia.”

Yang enjoys attending the annual fellowship retreat, now as a faculty member, where current fellows are invited to share their work and participate in professional development workshops. He believes the retreat is one of the strongest facets of the program and encourages fellows to take advantage of the opportunity to present and network with other fellows and faculty members.

“Simply going through the application process is extremely beneficial because it opens up a whole network of potential mentors and colleagues,” Yang said. “Being in the program affords many opportunities to meet other brilliant scholars and cultivate professional contacts that could have an impact on your career down the road.”

For more information on the Presidential Postdoctoral Fellowship program visit http://ppfp.ucop.edu/info/
Location of instructional and research facilities, as well as necessary campus support facilities, such as housing and parking, is directed by UCSD’s Long Range Development Plan (LRDP), which is prepared in response to campus enrollment and population projections.

**PLANNED ENHANCEMENTS TO SUPPORT RESEARCH, PATIENT CARE AND STUDENT LIFE**

Location of instructional and research facilities, as well as necessary campus support facilities, such as housing and parking, is directed by UCSD’s Long Range Development Plan (LRDP), which is prepared in response to campus enrollment and population projections.

**PROJECTS UNDER CONSTRUCTION — EAST CAMPUS**

Clinical and Translational Research Institute — 330,000 GSF with anticipated completion in July 2015. This project provides new clinical research space including dry and wet laboratories, human subject research space, administrative support spaces, and faculty physician offices for the cardiovascular center, expanding the “bench to bedside” translational research on the East Campus.

Jacobs Medical Center — 510,000 GSF with anticipated completion in April 2017. The project provides an expansion of hospital facilities at the UCSD Medical Center in La Jolla. The new hospital tower will have 245 inpatient beds that will enable this facility to offer a full spectrum of primary and specialty services, emergency and urgent care services, expanded cardiac and oncology services and new inpatient perinatal services. The project also includes a helipad, 69,000 renovated GSF of existing hospital space and construction of a new central utility plant to support the hospital.

**PROJECTS UNDER CONSTRUCTION — WEST CAMPUS**

Central Research Services Facility — 40,500 GSF with anticipated completion in June 2014. The project provides support space for centralized cage wash operations, office and administrative support space for the Animal Care Program, Animal Welfare Program, Health Sciences staff and other campus research support units.

Health Sciences Biomedical Research Facility — 196,000 GSF with anticipated completion in January 2014. The project provides research and support space for Health Sciences needed to advance major interdisciplinary programs, including Medical Genomics.

SIO Research Support Facilities — 24,500 GSF with anticipated completion in March 2014. The project provides three new prefabricated steel buildings to support SIO’s sea-going research programs. The access road into Seaweed Canyon and utilities infrastructure will be improved.

University House — with anticipated completion in November 2013. This project focuses on the rehabilitation of the House which serves as both the Chancellor’s official residence and as an important venue for campus and community meetings and social events.

Venter Institute — 45,000 GSF, ground lease project with anticipated completion in November 2013. The project is dedicated to the advancement of the science of genomics; the understanding of its implications for society; and the communication of those results to the scientific community, the public, and policymakers.
Graduates from three local high schools will be eligible for a new undergraduate scholarship program – the Chancellor’s Associates Scholars – beginning fall 2013. Under the program, the university will provide $10,000 a year for four years at UC San Diego to graduates of Gompers Preparatory Academy, Lincoln High School and The Preuss School UCSD. These schools, which partner with UC San Diego, work with historically under-served communities to support youth throughout high school, and in seeking an education that prepares them to be college-ready.

“We are committed to our local community and the promotion of diversity, equity and inclusion,” said Khosla. “These scholarships will strengthen our efforts to enroll highly qualified local students who will become our future leaders and innovators.’ Innovation Marshal in the 55th annual La Jolla Christmas Parade and Holiday Festival in December. The event featured more than 100 floats, equestrians, marching units, bands and vehicles.

To be eligible for the scholarships, graduates of the three schools must also meet two other criteria: They must be accepted at UC San Diego and they must be eligible for the University of California’s Blue + Gold Opportunity Plan. Under the Blue + Gold plan, educational and student services fees will be covered for California residents whose families earn less than $80,000 a year and qualify for financial aid.

The scholarship program is a multi-year pilot made possible by funding from Chancellor’s Associates, a university donor group. This loyal network of alumni, parents and friends makes an annual investment of $2,500 each, giving the chancellor the flexibility to respond to the university’s most urgent needs and critical priorities. In recognition of Chancellor’s Associates’ generosity, scholarship recipients will be known as Chancellor’s Associates Scholars.

“We are confident that this initiative will be a success and we hope to eventually expand the program beyond our partner schools to reach even more students in our community,” said Khosla. “But this is an important initial step.”

Approximately 45 students from the three schools will be offered the inaugural Chancellor’s Associates Scholarship. The Preuss School, which is located on the UC San Diego campus, is a unique charter middle and high school for low income, highly motivated students who strive to become the first in their families to graduate from a four-year college or university. The school, which opened in 1999, is jointly charted by the San Diego Unified School District and UC San Diego. Recognized by Newsweek as the top transformative high school in the nation for two years in a row, charted by the San Diego Unified School District and UC San Diego. Recognized by Newsweek as the top transformative high school in the nation for two years in a row, the school has consistently accepted to four-year colleges and universities at a rate of nearly 95 percent, and almost 100 percent are going on to some form of higher education.

**UC SAN DIEGO FACTS**

6.6 percent of UC San Diego’s total revenues come from the State of California for education.

Since 1987, the Chancellor’s Advisory Committee on the Status of Women has identified and informed the campus community on issues related to the status of women at UC San Diego and advised the Chancellor on policies and procedures to improve campus conditions for women.

Since 2001, UC San Diego’s Women’s Center has co-hosted the San Diego County Women’s Hall of Fame, an annual event which honors women who have made a significant positive impact in the San Diego community.

Since 2004 UC San Diego has been the #1 college/university fundraising team for the San Diego AIDS Walk, the largest HIV/AIDS fundraiser in the county.

Fall 2013, UC San Diego admitted 422 African American students; a 12.5% increase from Fall 2012.

UC San Diego has one of the largest scholarship programs for LGBT undergraduate students, awarding six $1,000 awards each year to continuing undergraduates.

In 1998, the Cross-Cultural Center (CCC) was a founding member for California Council of Cultural Centers in Higher Education (CaCCCHE). CaCCCHE is the only organization that brings two to four year public and private universities together to work on diversity and social justice issues on college campuses.

Eje Academy is a bi-lingual charter school in San Diego started by one of the CCC’s former interns.

The CCC averages over 1200 outreach in-person contacts to individuals and groups campus wide as well as to the San Diego community and 10,200 through social media outreach.

**INFORMATION YOU MAY BE LOOKING FOR**

**Useful Websites:**
- Homepage - [http://ucsd.edu](http://ucsd.edu)
- Chancellor - [http://chancellor.ucsd.edu](http://chancellor.ucsd.edu)
- News - [http://ucsdnews.ucsd.edu](http://ucsdnews.ucsd.edu)
- Events - [http://calendar.ucsd.edu](http://calendar.ucsd.edu)
- Campus Tours - [http://ucsdnews.ucsd.edu/tours/index.html](http://ucsdnews.ucsd.edu/tours/index.html)
- Sustainability - [http://esi.ucsd.edu](http://esi.ucsd.edu)
- Capital Projects - [http://capital.ucsd.edu](http://capital.ucsd.edu)
- Physical and Community Planning - [http://physicalplanning.ucsd.edu](http://physicalplanning.ucsd.edu)
- Strategic Planning Process - [http://plan.ucsd.edu](http://plan.ucsd.edu)

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Cross Cultural Center

The Cross Cultural Center is committed to supporting the needs of UCSD’s campus community by creating a welcoming and holistic learning environment for UCSD’s diverse student, staff and faculty communities. Since its student and community led founding in the mid 1990’s, the Cross Cultural Center has worked to empower UCSD to recognize, challenge, and take proactive approaches to diversity for the campus and the San Diego community. We offer supportive and educational services through educational programs, art, social programs, workshops, and outreach as well as a creative venue designed to enhance social consciousness and equity. For more information: http://ccc.ucsd.edu/

LGBT Resource Center

The Lesbian, Gay, Bisexual, Transgender (LGBT) Resource Center at UCSD is a diverse, open and public space for all members of the UCSD community to explore issues relating to sexual and gender identities, practices, and politics. For over 15 years, the Center has challenged existing definitions of variant genders and sexualities by engaging in community building on- and off-campus. This indispensable resource helps foster student leadership, nurtures workplace equity, promotes academic research, and provides resources for the UCSD LGBT community as well as sustain and develop visibility, sense of community, and knowledge of diverse queer people. For more information: http://lgbt.ucsd.edu/

Women’s Center

Since its founding in 1996, the UCSD Women’s Center has served as a safe space and home environment for people of diverse backgrounds offering support, information, and resources on gender and family issues. The Center provides education and support to all members of UCSD regarding gender issues, working towards an inclusive and equitable campus community. Our definition of feminism is grounded in the belief that ending one type of oppression requires ending all oppressions, all people have the right to control their bodies and destinies and should share equally the resources and opportunities to achieve individual, social, political, and economic goals. Ending racism, homophobia, ableism, religious oppression, classism, and other forms of oppression is central to feminism and our work at the Women’s Center. For more information: http://women.ucsd.edu/
Black Resource Center

Birthed through the strong advocacy of students, alumni, and other supporters in 2013, the Black Resource Center (BRC) serves the entire population of UC San Diego while emphasizing the Black experience. The center provides resources and support to historically underrepresented students on campus, regardless of political affiliation or culturally Black identity, and serves as a community space to house new and existing campus inclusion programs.

The BRC programs are designed around three distinct pillars: Scholarship, Leadership, and Community. These programs and services seek to expand students’ personal and academic horizons while building a strong community. The Black Resource Center collaborates with various university departments and colleges to offer programs and provide student resources related to recruitment, orientation, retention, and graduation. For more information: http://brc.ucsd.edu/

Raza Resource Center

Opened in May 2013, the Raza Resource Center (RRC) is the newest addition to the indispensable collection of Campus Community Centers on the UC San Diego campus. The RRC caters to the largest underrepresented community in California-Chicano/Latino/a. It works to strengthen the learning, academic success, and development of the UC San Diego Chicano/a Latino/a students so that they will be prepared as transformational change agents on behalf of the broader community and society at large. The RRC also holds programs and services to contribute to the cultural proficiency and inclusivity of UC San Diego.

The Centro’s focus this Fall quarter is on post-baccalaureate education which was kicked off by a graduate school information session. At the information session, ten UC San Diego graduate students spoke to approximately 30 undergraduates about graduate school opportunities and options. Campus resources such as the Career Services and Academic Enrichment Programs, as well as the UC San Diego School of Medicine (SOM) Program in Medical Education – Health Equity participated in the graduate school information session.