

October 21, 2004

Alison Galloway  
Chair, Academic Senate  
Santa Cruz Division

RE: WASC Essays for Review

Dear Alison,

Many thanks for your letter of September 22<sup>nd</sup> along with the WASC essays. We read them quite carefully and found them very informative. In the context of the charge of our committee, we were dismayed that but for the statement which appears on page 5 in the Graduate Education essay that “the faculty and the administration agree that diversity and excellence are not mutually exclusive goals”, there is hardly any discussion of diversity issues in these essays. The invocation of our mantra, that “one of the hallmarks of UC Santa Cruz is its dedication to innovation and diversity” (ibid pg 5), sounds hollow until we provide some specificity to this claim.

One way to do it will be to just state what our committee had proposed to the Academic Senate in Spring 2000, arguing that diversity should be taken as an important constitutive element of excellence at UC Santa Cruz and CAAD is to ensure that our commitment to the “pursuit of excellence in teaching, research, and service at a public land grant university depends on the commitment and achievements of a diverse community of faculty” is not diluted due to budget constraints.

In the essay on Undergraduate Engagement, on page 9, it is stated that discovery seminars were “to enable first-year students to get earlier exposure to the research conducted by our permanent faculty”, but in the Integrative Essay it is mentioned, “advance graduate students might make outstanding instructors in freshman discovery seminars” (page 4). Let us be clear and consistent about the purpose of discovery seminars and not confuse the reader by making contradictory statements.

As Dean Ladusaw requested, we make the following comments and suggestions to be incorporated in his final essay.

Graduate Studies Essay (page 4)

Address issues of diversity in the goals and strategy section from the beginning, not just in the paragraph that appears in page 5. It would be good to address funding sources for such as Cota Robles for students from under represented groups.

Page 9, Address the importance of having a diverse faculty to mentor diverse students.

Page 12, the whole emphasis is increasing numbers, it needs to address diversity and numbers, not just numbers in the section on prioritization of resources.

Undergraduate Essay

Address similar issues about undergraduate education diversity up front as we suggested in the graduate statement, and the additional challenge that recruiting diverse students might mean that we need more support services for students who come from lower quality high schools (and how the university is doing this).

Again, compile statistics by ethnicity about the percentage of students that go on to advanced degree programs.

Integrative Essay

We believe that a strategic place to insert a statement about diversity would be on page 6 in the section on “Improvements in retention and graduation rates”. It may be useful to make a statement like “recognition of diversity in the backgrounds and cultures of the students is a key ingredient in creating the productive environment necessary for promoting academic success”.

Sincerely,

Triloki Pandey, Chair  
Committee on Affirmative Action and Diversity