

March 9<sup>th</sup>, 2016**CORRECTED VERSION****TO: Department Representatives of the Representative Assembly****RE: Updates Since February 25<sup>th</sup> RA Meeting**

Dear Department Representatives:

I want to update you on several events that have occurred since the February 25<sup>th</sup> Representative Meeting.

First, I made a commitment to students that the Academic Senate will review existing courses approved for GE Domestic Diversity (DD) credit. I reached this decision because of concerns raised by the UC Davis African Diaspora Community about how domestic diversity is being implemented in our GE curriculum, and also because of known concerns raised by the GE Committee that some GE certified courses may not be currently delivered as intended. This Academic Senate review will ensure the current delivery meets the DD criteria, new course proposals to meet the DD criteria are considered, and a review of such courses will be completed so that a final review can be conducted by COCI during Fall. More information about this process is forthcoming.

Second, I received two letters today. The first came from faculty in Chicana/o Studies. The second was delivered to the Chancellor last Friday by the faculty in African American and African Studies. In addition to the points made in their correspondences, the letters remind us that when incidents of racism occur in our community, the students often express their concerns to, and seek guidance from, faculty mentors and staff members, often times within Hart Hall departments. My hope is that we as faculty use any opportunity possible to engage in discussions amongst ourselves to ensure we have a learning community inclusive of all.

Third, as you know by now, last week the media reported that Chancellor Katehi served on the board of Wiley & Sons from 2011 to 2014 and that she resigned from the DeVry Education Group Board of Directors, a position to which she was recently appointed. Last Friday, March 4, the Chancellor met with the faculty of the Executive Council to discuss these matters and explain her motivations to serve on these boards. The information in the attached communication from the Chancellor to the Council of Vice Chancellors and Deans—released today—is consistent with what the Executive Council heard last Friday. The Executive Council also wanted assurance that the Chancellor acted in accordance with current UC policy. As is required practice, when a Chancellor anticipates future outside professional activities, a pre-approval request is filed. The Chancellor's service on the Wiley board was annually approved by UCOP. On January 29<sup>th</sup>, 2016, the Chancellor filed a request with UCOP for possible service on the DeVry board. The Chancellor admitted she made an error in judgment by prematurely accepting a position on the DeVry Education Group Board of Directors prior to UCOP approval. As soon as she realized her request has not been reviewed, she resigned. The Executive Council has requested and obtained supporting documents relating to pre-approval filings by the Chancellor. Copies are available in the Academic Senate office.

Finally, I want to alert you that Provost Hexter has requested the Davis Division to formally consider the use of the working title “Professor of Teaching \_\_\_” for Senate faculty in the Lecturer with Security of Employment series. I request that you as Departmental Representatives to the Representative Assembly consult the faculty you are representing and inform your Faculty Executive Committee (FEC) of the faculty opinions. The FEC chairs will submit their responses to me by April 15<sup>th</sup>. Request for proposal can be found at: <http://academicsenate.ucdavis.edu/rfc/view.cfm?or&id=1304>

Sincerely,



André Knoesen  
Chair, Academic Senate  
Professor: Electrical and Computer Engineering



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March 1, 2016

TO: The UC Davis Campus Community, Chancellor Katehi, the Office of the Provost and Academic Senate

Dear Colleagues and Community Members,

The undersigned faculty in Chicana/o Studies provide this letter as a statement of solidarity with the Black community and as a call to action by all facets of the campus administration, faculty, and staff. #BlackUnderAttack is not a singular response to an isolated incidence of hate/bias/injustice but rather a movement to “shed light on the recurring perpetuation of violence and apathy towards Black Lives.” The faculty in Chicana/o Studies honors this mission and seeks to amplify the chorus of voices who are calling for institutional transformation to create a community whereby diversity/inclusion/equity are meaningful values that are at the *center* of every activity and space on this campus.

Last year, in the Spring of 2014, the faculty in Chicana/o Studies circulated a series of similar letters addressing various acts of hate and bias against the Chicana/o and Black communities. Ethnic Studies Departments were formed out of the Third World Liberation Movements of the late 1960s to create spaces whereby the self-determination of historically marginalized communities could be fostered. In 2016 the faculty in Chicana/o Studies stand in solidarity with the UCD Ethnic Studies Departments and Programs who have written in support of #BlackUnderAttack. We write to express our frustration, exhaustion, and anger at the annual acts of hate/bias and at the daily microaggressions that under-represented and historically marginalized communities face on a daily basis.

UC Davis is one of the premier educational research institutions in the United States and should serve as a model campus for how community is created within public higher education. It is clear that with the repeated, yearly, and daily issues under-represented communities face that the current structure for fostering a true community of inclusion is failing. We call on the administration, staff, and the Academic Senate to invest further in current initiatives/efforts and look to the departments in Hart Hall for leadership in *centering* diversity and inclusion, at every level of the campus. It is our perspective that to envision a truly innovative and excellent university of the 21<sup>st</sup> century in California, a state whereby historically under-represented and marginalized communities will now collectively be the majority population; a drastic shift in the logic needs to take place. For now and always, we stand with #BlackUnderAttack.

Carlos Jackson, Associate Professor and Chair  
Angie Chabram, Professor  
Yvette Flores, Professor  
Sergio de la Mora, Associate Professor  
Natalia Deeb-Sossa, Associate Professor  
Maceo Montoya, Assistant Professor  
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February 29, 2016

Chancellor Linda P.B. Katehi  
University of California, Davis

RE: OPEN LETTER REGARDING RECENT HATE CRIME AND CAMPUS CLIMATE

Dear Chancellor Katehi,

We, the faculty of the African American & African Studies Program (AAS), write to add our voices to those who have already expressed their outrage at the recent racist incident directed at a member of the African American community here at UC Davis. This most recent incident must be understood as the latest in a series of racist and/or discriminatory events that have occurred on the UC Davis campus in recent years, not all of which have risen to the level of becoming a matter for law enforcement. By definition these cannot all be seen as “isolated” events, and must be condemned as part of a larger pattern of unacceptable behavior that is part of the UC Davis campus culture.

We stand in support of *all* our students, regardless of their racial/ethnic backgrounds, but as faculty of color we would also like to raise a different set of issues that have long been discussed in various contexts, usually amongst ourselves. We believe these issues should be shared with the rest of the UC Davis community in order to bring awareness as well as a shift in our present paradigm concerning diversity, equity, and inclusion.

First, it must be noted that every time an incident of racism occurs in our community, it overwhelmingly falls to the faculty (and staff) of color, most of whom are located in Hart Hall departments and programs, to disrupt our work and turn our attention to helping students cope with their fears, anxieties, and their frustration. Although we are also a minority population on campus, the inordinate amount of time we spend in our classrooms dealing with the fallout of these incidents, in our offices listening to students’ concerns (many of whom are not even our majors) and encouraging them to continue here, in attending additional meetings with student leaders, administrators, and Student Affairs staff, and in drafting letters such as this one is time *not* spent on the tasks for which we are held accountable in the merit and promotion process. If diversity is indeed a high-priority UC Davis community value, why are faculty of color doing the “heavy lifting” of managing it in times of crisis and on a day-to-day basis while many of our campus colleagues have the luxury of opting out and going about their work? In the spaces between racist events, the faculty and staff of color continue to serve under-represented minority students in ways that may not register in our merit and promotion records but that allow UC Davis to promote the public image that we are doing a great job of creating and maintaining a welcoming and supportive environment for all; the reality is that we are not all participating in this ongoing process, and it is time for this disparity to be addressed and changed.

We are calling for all faculty, regardless of department/program, race/ethnicity, gender, or any other social category, to be made responsible for the ongoing management of diversity and inclusion on our campus by having these tasks play a much larger role in faculty merits and promotions than they have thus far. By changing the rewards structure for the entire UC Davis faculty, perhaps more of our colleagues will find they can no longer afford to ignore these matters that are supposedly so important to us all.

Second, one of students' most frequent demands when racist events occur on campus is for the university to hire more faculty (and staff) of color. In the African American and African Studies Program, for example, there are only seven faculty (six of us are here at the moment because one of our colleagues is on sabbatical). Currently we face the imminent retirement of one of our senior professors. We are asking that the process of replacing this position be initiated immediately upon the departure of our colleague at the end of this current academic year. It would be an important "good faith" step on the part of the university and would show that you are committed to, at the very least, holding steady the current numbers of faculty for whom diversity is a demonstrated priority. This action would also be another material example of your commitment to fully recognizing the academic and intellectual contribution of African American and African Studies, especially in light of our pending proposal to become a Department, which has been a goal of AAS students and faculty for many years now.

Finally, as we are busily preparing ourselves for the upcoming Freshman Yield season all around campus, it is vitally important for us to point out that bias incidents such as we have recently experienced have consequences; they impair our ability to attract well-qualified students from under-represented minority groups to the UC Davis campus. As faculty of color we also feel that our quality of life and sense of personal safety are compromised and that the campus is not as welcoming and supportive a space as some of us were led to believe when we were recruited. Likewise, when parents of prospective students of color come to visit the campus, they not only take campus tours and listen to the welcoming speeches of administrators, they also demand face-to-face accounts from us about what it is *really* like to live and work at UC Davis. It is becoming increasingly difficult to respond truthfully to these parents in ways that will help allay their fears about leaving their children with us. The steps that are taken to ensure that our efforts in the name of increasing diversity are more than just lip service must be grounded in concrete actions aimed at changing the culture of UC Davis by making changes to its infrastructure.

As such, we would like to ask, what concrete steps are being taken to make the issue of diversity an issue of importance for the whole campus? In addition, what will you do differently in the future to make sure that students, faculty, and staff understand that this is everyone's problem, and not a student of color problem? In that same vein can you elaborate the processes in place so that such an incident is not relegated only to the few staff of color on campus but addressed directly at each level, regardless of race, to show both solidarity and inclusion? What plans for better communication are in place that would help indicate to your students and faculty that your office takes the incident at the level of seriousness that it warrants? We are not asking for answers to be directed only to us in African American and African Studies but rather to the whole campus to demonstrate your commitment to these issues. As evidenced by the response from other departments/programs, it is obvious these issues affect the campus at large.

We eagerly await your public response to our proposed actions and questions.

Sincerely,

The Faculty of African American and African Studies

*March 8, 2015 Addressed to: Council of Deans and Vice-Chancellors*

*Forwarded on behalf of the Chancellor. Please share with your unit's faculty and staff as you find appropriate.*

Dear Colleagues,

You may have learned about my service on compensated boards. I would like to share with you some of my thinking.

My acceptance of the position on the DeVry Education Group board of directors did not comply with UC policy. I made an error in accepting it. I take full responsibility for that error, and I have resigned from the board. I accepted the position because I believed I could help DeVry better evaluate its procedures for delivering a sound curriculum and for measuring students' performance and progress post-graduation. Nevertheless, I apologize for my mistake and the distraction this has caused for our university community.

My service on the board of John Wiley and Sons from 2011-2014 complied with UC policy. My goal in accepting that position was to help Wiley improve the quality of its educational materials, while making them more accessible and affordable for students. While I recognize and appreciate the concerns raised by many in our community about my service on the Wiley board, my work on the board had no impact on UC textbook purchases.

To further our work together on behalf of California students, here is my commitment to our UC Davis community: I will establish a scholarship fund for disadvantaged California undergraduate students at UC Davis from my Wiley stock proceeds.

Service on private and public boards is widely recognized as a responsibility of academic leaders. As a woman and a STEM scholar, my service has helped to correct the chronic lack of diversity on a number of boards. My pledge to the UC Davis community is to more carefully vet such invitations and to meticulously follow UC approval procedures in the future.

To students, parents, faculty, alumni, donors, staff, and to the broader UC community, please know I remain deeply committed to this great university. I am proud of what we have accomplished together. Since 2010, UC Davis has enrolled more undergraduate Californians than any other UC campus. We are a world leader and one of just four universities anywhere with two colleges and schools ranked number one in the world--agriculture and veterinary medicine. I am proud that the *New York Times* ranked us second, behind only one other UC campus, for serving economically diverse students. Our economic contribution to the state of California exceeds \$8 billion annually.

It is a privilege to work on your behalf to ensure that UC Davis retains and exceeds its remarkable stature. I am eager to continue developing the path-breaking collaborations we have launched together and which will propel us forward as a world-ranked university far into the 21<sup>st</sup> century.

Sincerely,  
Linda P.B. Katehi  
Chancellor