

UCI Resources

ADVANCE Program

Faculty Equity & Diversity
<http://advance.uci.edu>
Director: Douglas M. Haynes
advancedirector@uci.edu
(949) 824-2798

Academic Personnel Office

<http://www.ap.uci.edu/>
Director: Joan Tenma
jtenma@uci.edu
(949) 824-5104

Equal Opportunity & Diversity

<http://www.eod.uci.edu/>
Associate Dir: Gwendolyn Kuhns Black
Gwen.black@uci.edu
(949) 824-5594

Title IX/Sexual Harassment Officer

<http://www.eod.uci.edu/>
Asst. Executive Vice Chancellor / Director: Kirsten Quanbeck
Quanbeck@uci.edu
(949) 824-5594

Office of the Ombudsman

<http://www.ombuds.uci.edu/homepage.shtml>
Ombudsman: J. Michael Chennault
University Tower Suite 640
4199 Campus Drive
Irvine, CA 92697-4325
(949) 824-7256

Human Resources

Asst. Vice Chancellor: Susan Mann
<http://www.hr.uci.edu>
(949) 824-5210
111 Theory, Suite 200
Irvine, CA 92697-4600
hrquestions@uci.edu



Human Resource/Conflict Resolution Services

Director: Njeeri Wa Ngugi

nngugi@uci.edu

(949) 824-8355

Office of the Vice Chancellor for Student Affairs

Vice Chancellor: Manuel Gomez

<http://www.vcsa.uci.edu/>

405 Aldrich Hall

(949) 824-4804

UCLA Resources

Academic Personnel Office

3109 Murphy Hall
Box 951407
Los Angeles, CA 90095-1407
(310) 825-3841
(310) 206-9643 Fax
<http://www.apo.ucla.edu/>

Campus Human Resources

Box 951465, Suite 200
UCLA Wilshire Center
Los Angeles, CA 90095-1465
310-794-0800
<http://www.chr.ucla.edu>

UCLA Faculty Diversity & Development

3134 Murphy Hall, Box 951405
Los Angeles, CA 90095
310-206-7411
www.faculty.diversity.ucla.edu

Office of Ombuds Services

Strathmore Building
501 Westwood Plaza
Suite 105
Phone: 310 / 825-7627
8 am–5pm, Monday–Friday or by appointment
<http://www.ombuds.ucla.edu/>

Sexual Harrassment

Sexual Harassment and Title IX Officer
310-206-3417
Pam Thomeson
pthomason@conet.ucla.edu
<http://www.sexualharassment.ucla.edu/>

Faculty and Staff Counseling Center

10920 Wilshire Boulevard, Suite 380
Los Angeles, CA 90024-6513
Campus Mailcode: 145748
(310) 794-0245
(310) 794-0251 FAX
http://www.chr.ucla.edu/chr/sfcc/frameset_main_sfcc.html



UCR Resources

Academic Personnel Office

Elizabeth Lord, Vice Provost – Academic Personnel
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(951) 827-2304 – phone | (951) 827-6226 – fax
MSO: Felecia Garrett @ (951) 827-6223
Assistant: Cathy Chi (951) 827-6224
website: academicpersonnel.ucr.edu

Katina Napper, Director
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Surge Building, Room 381
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Campus Human Resources

Marilyn Voce, Assistant Vice Chancellor – Human Resources
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e-mail: marilyn.voce@ucr.edu
website: humanresources.ucr.edu

Office of Faculty and Staff Affirmative Action

Gladys Brown, Interim Director
University of California, Riverside
Surge Building, Room 339
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Assistant: Amanda Matus @ (951) 827-5604
e-mail: gladysb@ucr.edu
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Diversity, Excellence and Equity

Yolanda T. Moses, Associate Vice Chancellor for Diversity, Excellence and Equity
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Ombuds Office

Indu Sen, Ombudsman
University of California, Riverside
Surge Building, Room 349
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Assistant: Sonia Zamora @ (951) 827-2938
e-mail: Indus@ucr.edu
website: ombuds.ucr.edu

Sexual Harassment Complaints

Debbie Artis, Director, Title IX Office
University of California, Riverside
Surge Building, Room 349
(951) 827-7070 – phone | (951) 827-7071 – fax
Assistant: Sonia Zamora @ (951) 827-2938
e-mail: Debbie.artis@ucr.edu
website: titleix.ucr.edu

UCSB Resources

Academic Personnel Office

www.acadpers.ucsb.edu/
Art Gossard
Associate Vice Chancellor of Academic Personnel
805-893-2622
5105 Cheadle Hall (MC 2035) Santa Barbara, CA 93106

Cindy Ponce
Director
805-893-2010
5105 Cheadle Hall
Santa Barbara, CA 93106-2305

Campus Human Resources

<http://hr.ucsb.edu/>
Cynthia Cronk, Director
3101B Student Affairs/Admin. Services Bldg. (MC: 3160)
Santa Barbara, CA 93106
805-893-8137
cynthia.cronk@hr.ucsb.edu

Patricia Hiemstra
Benefits Manager
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tricia.hiemstra@hr.ucsb.edu
Patricia Hiemstra
3001 G Student Affairs/Admin. Services Bldg.
(MC: 3160)
Santa Barbara, CA 93106

Executive Vice Chancellor's Office

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5105 Cheadle Hall
(805) 893-2785
(805) 893-2126

Faculty Diversity Office

Maria Herrera-Sobek
Associate Vice Chancellor for Diversity, Equity and Academic Policy
805-893-5114
maria.sobek@evc.ucsb.edu
5105 Cheadle Hall (MC: 2035)
Santa Barbara, CA 93106

Office of Equal Opportunity

www.aa.ucsb.edu/index2.html

Ricardo Alcaíno:

Director of Equal Opportunity

(805) 893-4504

ricardo.alcaino@oeo.ucsb.edu

University of California, Santa Barbara

3220 Phelps Hall

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Office of the OMBUDS

www.ombuds.ucsb.edu

Priscilla Mori, Director

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Phone: (805) 893-3285

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Sexual Harassment & Title IX Office

www.shot9.ucsb.edu

Paula Rudolph: 805-893-2546

Sexual Harassment & Title IX Officer

Paula.Rudolph@shot9.ucsb.edu

UCSD Resources

Academic Employee Relations

<http://academicaffairs.ucsd.edu/offices/er/contacts.htm>

Amy Rosen, Director

arosen@ucsd.edu

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Fax: (858) 534-0182

Academic Personnel

<http://academicaffairs.ucsd.edu/offices/apo/contacts.htm>

Tricia Takacs, Director

ttakacs@ucsd.edu

Tel.: (858) 534-0068

Fax: (858) 534-2362

Partner Opportunities Program

<http://academicaffairs.ucsd.edu/offices/partneropp/contacts.htm>

UCSD recognizes that decisions about seeking, accepting, and maintaining employment often involve considerations concerning two careers. The Partner Opportunities Program provides assistance and support in the employment search for spouses or partners of General Campus ladder-rank faculty candidates and appointees and of those in senior management positions who hold academic appointments.

The Partner Opportunities Program offers assistance and guidance to those conducting their own job searches by assessing their needs, arranging job contacts and informational interviews, and serving as a central resource for information regarding employment opportunities.

In order to participate, clients must be referred to the Partner Opportunities Program by the department in which their spouse or partner is a candidate or appointee. The Partner Opportunity Program is only available to the General Campus at this time.

E-mail: partneropp@ucsd.edu

Becky Skov

Director

bskov@ucsd.edu

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Fax: (858) 534-2362

Jennifer Park

Co-Director

Jennifer@ucsd.edu

Tel.: (858) 822-5862

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Academic Diversity and Equal Opportunity

<http://academicaffairs.ucsd.edu/offices/adeo/default.htm>

Jon Welch, Director

welchj@ucsd.edu

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Office of the Ombuds

<http://www.ombuds.ucsd.edu/index.htm>
Judith Carbone Bruner
Director and UCSD Ombudsperson
858-534-0777 or 619-471-0777

OSHPP – Office of Sexual Harassment Prevention and Policy

<http://oshpp.ucsd.edu/>
Lori Chamberlain
Director/Title IX Coordinator
oshpp@ucsd.edu
Tel.: (858) 534-8298
Fax: (858) 534-0393

Human Resources Department

<http://blink.ucsd.edu/Blink/External/Topics/Sponsor/0,1362,1620,00.html>
Thomas R. Leet
Assistant Vice Chancellor - Human Resources
Mail Code 0092
Tele: (858) 822-4112
hr@ucsd.edu

SOHR – The Student Office of Human Relations

<http://vcsa.ucsd.edu/Handbook/services/sohr.html>
Gary Anderson
Director
Tel.: (858) 534-6708
sohr@ucsd.edu

FSAP – Faculty and Staff Assistance Program

<http://blink.ucsd.edu/Blink/External/Topics/Sponsor/0,1362,1600,00.html>
Equilla Luke
Director
eluke@ucsd.edu
Tel.: (858) 534-5523

Publications & Online Resources

Role of the Department Chair

Chu, Don. The Department Chair Primer: Leading and managing academic departments. Bolton, MA: Anker Publishing Company, Inc., 2006

Department Chair Online Resource Center, American Council on Education
<http://www.acenet.edu/resources/chairs>

Eckel, Peter, Madeleine Green, Barbara Hill and William Mallon. On Change III - Taking Charge of Change: A Primer for Colleges and Universities. Washington, DC: American Council on Education, 1999. Free electronic version of the report is available at www.acenet.edu/bookstore

Eckel, P., Green, M., & Hill, B. On change V: Riding the waves of change: Insights from transforming institutions. Washington DC: American Council on Education, 2001.

Hecht, Irene W. D., Mary Lou Higgerson, Walter H. Gmelch, and Allan Tucker. The Department chair as academic leader. Phoenix, AZ: The American Council on Education and The Oryx Press, 1999.

Leaming, Deryl R. Academic leadership: a practical guide to chairing the department. Bolton, MA: Anker Publishing Company, Inc., 1998.

Lucas, Ann F. Leading academic change: essential roles for department chairs. San Francisco: Jossey-Bass Publishers. 2000.

Lucas, A.F. The Department Chairperson's Role in Enhancing College Teaching. San Francisco, Jossey-Bass, Publisher. 1989.

Communication & Conflict

Cheldelin, Sandra I., Ann F. Lucas. The Jossey-Bass academic administrator's guide to conflict resolution. San Francisco: Jossey Bass, 2004.

Dressler, L. Consensus through conversation: How to achieve high-commitment decisions. San Francisco: Berrett-Koehler Publishers, 2006.

Higgerson, Mary Lou. Communication skills for department chairs. Bolton, MA: Anker Publishing Company, Inc., 1996.

Leaming, Deryl R. Managing people: a guide for department chairs and deans. Bolton, MA: Anker Publishing Company, Inc., 2003.

Faculty Recruitment

Moody, Jo Ann. Rising Above Cognitive Errors: Guidelines for Search, Tenure Review, and other Evaluation Committees. 2005.

NSF Advance at the University of Michigan – STRIDE <http://sitemaker.umich.edu/advance/stride>

Tutorials for Change
509 Thomas Hunter Hall
Hunter College of the City University of New York
695 Park Avenue, New York, NY 10065 USA
<http://www.hunter.cuny.edu/gendertutorial/>

UCLA Search Committee Toolkit
Office for Faculty Diversity
University of California, Los Angeles
<http://www.faculty.diversity.ucla.edu/03recruit/committee/stk/index.htm>

UCOP Faculty Diversity
www.universityofcalifornia.edu/facultydiversity/

UCR Faculty Recruitment and Hiring Toolkit
Associate Vice Provost for Faculty Equity & Diversity
University of California, Riverside
<http://academicpersonnel.ucr.edu/FacultyToolkit/>

Women in Science & Engineering Leadership Institute
University of Wisconsin-Madison
<http://wiseli.engr.wisc.edu/>

Research on Bias & Assumptions

Georgi H., Who Will Do the Science in the Future, National Academy Press, Washington DC, (2000).

Goldin, C. & Rouse, C. "Orchestrating Impartiality: The Impact of "Blind" Auditions on Female Musicians" The American Economic Review, Vol. 90, No. 4. (Sep., 2000), pp. 715-741.

Nosek, B. A., Banaji, M. R., & Greenwald, A. G. "Harvesting implicit group attitudes and beliefs from a demonstration website." Group dynamics: theory, research, and practice, 6(2002): 101-115.

Smith, D. G. "How to Diversify the Faculty," Academe (September-October 2000).

Smith, D. G., et. al., "Interrupting the Usual: Successful Strategies for Hiring Diverse Faculty," The Journal of Higher Education, Vol. 75, No. 2 (March/April 2004).

Steinpreis, R., Anders, K.A., & Ritzke, D., "The impact of gender on the review of the curricula vitae of job applicants and tenure candidates: A national empirical study," Sex Roles 41(1999): 509-528.

- Trix, F. & Psenka, C., "Exploring the color of glass: Letters of recommendation for female and male medical faculty," Discourse & Society 14(2003): 191-220.
- Valian, V., "Beyond Gender Schemas: Improving the Advancement of Women in Academia," Hypatia vol. 20, no. 3 (Summer 2005) :198-213.
- Valian, V., Why So Slow? The Advancement of Women. Cambridge, MA: MIT Press, (1999): 303-306.
- Vedantam, S., "The Bias Test: You May Be More Prejudiced than You Think," Washington Post Magazine (January 23, 2005)
- Wenneras, C. & Wold, A., "Nepotism and sexism in peer-review," Nature. 387(1997): 341-43.

Faculty Mentoring and Advancement

- American Council on Education, the American Association of University Professors and United Educators Insurance Risk Retention Group. Good Practice in Tenure Evaluation: Advice for Tenured Faculty, Department Chairs and Academic Administrators. Washington, D.C.: American Council on Education, 2000. . Free electronic version of the report is available at <http://www.acenet.edu/bookstore/pubInfo.cfm?pubID=391>
- Association for Women in Science (AWIS). Mentoring Means Future Scientists:A Guide for Developing Mentoring Programs Based on the AWIS Mentoring Project . Washington, D.C.: 1993.
- Bey, Theresa and Thomas C. Holmes. Mentoring: Contemporary Principles and Issues. Reston, Virginia: Association of Teacher Educators, 1992.
- Mentoring – Association for Women in Science website <http://www.awis.org/careers/mentoring.html>
- MentorNet: The E-mentoring Network for Diversity in Engineering and Science: http://www.mentornet.net/documents/files/DATASHEET_HigherEd.pdf
- Olmstead, Marjorie A. Mentoring New Faculty: Advice to Department Chairs, Dept. of Physics, University of Washington. <http://faculty.washington.edu/olmstd/research/Mentoring.html>
- Smock, P. J., & Stephenson, R. Giving and receiving career advice: A guide for junior and senior faculty. NSF Advance at the University of Michigan.
- University of California San Diego Faculty Mentoring Program Guidelines: <http://academicaffairs.ucsd.edu/faculty/programs/fmp/default.htm>
- University of Washington ADVANCE Mentoring Resources: <http://www.engr.washington.edu/advance/mentoring/index.html>

University of Washington Center for Workforce Development Mentoring Program
Guidelines: [http://www.engr.washington.edu/cwd/
CWDMentoringFacGrad_Mentors.html](http://www.engr.washington.edu/cwd/CWDMentoringFacGrad_Mentors.html)

University of Wisconsin Oshkosh Faculty Mentoring Resources:
<http://www.uwosh.edu/mentoring/faculty/>

Faculty Retention and Department Climate

Mason, M. A., & Goulden, M. “Do babies matter (part II)? Closing the baby gap. “
Academe November-December (2004).

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey <http://www.coache.org>

UC Faculty Family Friendly Edge: <http://ucfamilyedge.berkeley.edu/>

University of Washington Advance “Faculty Retention Toolkit”
www.engr.washington.edu/advance/resources/Retention.

University of Washington LEAD “Balancing Work & Life as Department Chair” [http://
www.engr.washington.edu/lead/2007BinderMaterials.htm#worklife](http://www.engr.washington.edu/lead/2007BinderMaterials.htm#worklife)

University of Wisconsin-Madison WISELI “Actions for Enhancing Department Climate”
<http://wiseli.engr.wisc.edu/initiatives/climate/Recommendations.rtf>