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
University of California, Riverside
Surge Building, Room 365
(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
University of California, Riverside
Surge Building, Room 381
(951) 827-5032 – phone | (951) 827-3659 – fax
Assistant: Gabriela Zepeda @ (951) 827-3693
e-mail: Katina.napper@ucr.edu
website: academicpersonnel.ucr.edu

Marlene Zuk, Associate Vice Provost – Faculty Equity and Diversity
University of California, Riverside
Surge Building, Room 365
(951) 827-3541 – phone | (951) 827-6226 - fax
MSO: Felecia Garrett @ (951) 827-6223
Assistant: Cathy Chi @ (951) 827-6224
e-mail: vpequity@ucr.edu
website: academicpersonnel.ucr.edu

**Campus Human Resources**
Marilyn Voce, Assistant Vice Chancellor – Human Resources
University of California, Riverside
1160 University Avenue
Riverside, CA 92521
(951) 827-4659 – phone |
(951) 827-3089 - fax
Assistant: Laurie Webb @ (951) 827-4727
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
(951) 827-5604 | (951) 827-5308 – fax
Assistant: Amanda Matus @ (951) 827-5604
e-mail: gladysb@ucr.edu
website: affirmativeaction.ucr.edu
Diversity, Excellence and Equity
Yolanda T. Moses, Associate Vice Chancellor for Diversity, Excellence and Equity
University of California, Riverside
Surge Building, Room 365
(951) 827-7741 – phone | (951) 827-6226 – fax
MSO: Felecia Garrett @ (951) 827-6223
Assistant: Cathy Chi @ (951) 827-6224
e-mail: yolanda.moses@ucr.edu
website: diversity.ucr.edu

Ombuds Office
Indu Sen, Ombudsman
University of California, Riverside
Surge Building, Room 349
(951) 827-3213 – phone | (951) 827-7071 – fax
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
805-893-2489
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
www.evc.ucsb.edu
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 Alcaino:
Director of Equal Opportunity
(805) 893-4504
ricardo.alcaino@oeo.ucsb.edu

University of California, Santa Barbara
3220 Phelps Hall
Santa Barbara, CA 93106-2060

Office of the OMBUDS
www.ombuds.ucsb.edu
Priscilla Mori, Director
805-893-3285
priscilla.mori@ombuds.ucsb.edu
1205-K Girvetz Hall
Santa Barbara, CA 93106-7210
Phone: (805) 893-3285
Fax: (805) 893-8919

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
arozen@ucsd.edu
Tel.: (858) 822-2041
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
Tel.: (858) 534-2121
Fax: (858) 534-2362

Jennifer Park
Co-Director
Jennifer@ucsd.edu
Tel.: (858) 822-5862
Fax: (858) 534-2362

Academic Diversity and Equal Opportunity
http://academicaffairs.ucsd.edu/offices/adeo/default.htm
Jon Welch, Director
welchj@ucsd.edu
Tel: (858) 534-4497
Fax: (858) 822-3013
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
Role of the Department Chair


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


Communication & Conflict


Faculty Recruitment


NSF Advance at the University of Michigan – STRIDE [http://sitemaker.umich.edu/advance/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/](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](http://www.faculty.diversity.ucla.edu/03recruit/committee/stk/index.htm)

UCOP Faculty Diversity
[www.universityofcalifornia.edu/facultydiversity/](http://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/](http://academicpersonnel.ucr.edu/FacultyToolkit/)

Women in Science & Engineering Leadership Institute
University of Wisconsin-Madison
[http://wiseli.engr.wisc.edu/](http://wiseli.engr.wisc.edu/)

Research on Bias & Assumptions


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


Faculty Mentoring and Advancement


Mentoring – Association for Women in Science website http://www.awis.org/careers/mentoring.html


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/](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](http://www.coache.org)

UC Faculty Family Friendly Edge: [http://ucfamilyedge.berkeley.edu/](http://ucfamilyedge.berkeley.edu/)

University of Washington Advance “Faculty Retention Toolkit”
[www.engr.washington.edu/advance/resources/Retention.](http://www.engr.washington.edu/advance/resources/Retention)


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