2017 National Diversity Equity Workshop

URM Climate and Solutions

Miguel A. Garcia-Garibay
Department of Chemistry and Biochemistry
University of California, Los Angeles
2017 National Diversity Equity Workshop

Climate

1) A Personal Perspective and Experience (credibility, the uberschema)

2) Campus Climate (It may be temporarily bad for good reasons)

Thesis: Faculty are bright people with demonstrated expertise and credibility in their fields of research, who have done very well and have good intentions, but who tend to miss many targets with unusually high frequency (e.g., diversity, education, mentoring, etc.).

Why? We do not always use the same process and rigor that we apply to our discipline to all of our activities (misused credibility). We may ignore second order perturbations, off diagonal elements, or the third body preturbation. We often lack the intentionality needed to obtain the desired result (evident in our teaching!).
Climate: A Useful Definition

Personal Perspective and Experience

- Junior Faculty
- Mid Career: Grad student climate - OCDS
- Senior: Chair: Department Climate – Common Goals
  Dean: Equity, not equality

Campus

- Computer Science
- The
- GSB
- Clinic
- Diversity
- Career

EQUALITY EQUITY

some faculty (!)
Climate: A Useful Definition

Personal Perspective and Experience

— Junior Faculty
— Mid Career: Grad student climate - OCDS
— Senior: Chair: Department Climate – Common Goals
  Dean: Equity, not equality

Campus Climate is a Complex Thing

— Context: UCLA Student Diversity and Upward mobility
— The Moreno report 2012
— GSE&IS Faculty Report on Race and Ethnic Relations 2013
— Climate Survey by Ranking & Associates 2014
— Diversity requirement – asked for by students, fought by some faculty (!)
— Campus leadership: VC for Equity Diversity and Inclusion
University (Department) Climate: The current attitudes, behaviors and standards of faculty, staff, administrators and students concerning the level of respect for individual needs, abilities, and potential.

It includes the experience of individuals and groups on a campus (unit)- and the quality and extent of the interaction between those various groups and individuals. Diversity is one aspect of campus climate.

Diversity and inclusion efforts are not complete unless they also address climate [and] addressing campus climate is an important and necessary component in any comprehensive plan for diversity

Climate in the early 1990s – A Personal Perspective

My Background:

— 1977-1982 B.S. in Chemistry, Pharmacy and Biology, Univ. of Michoacan Mexico (experience in natural products isolation and identification)

— 1985-1988 Ph.D. in Organic Chemistry (Photochemistry), Univ. of British Columbia (17 papers)


Getting a job:

— In the Summer of 1990 applied for academic jobs to ca. 40 institutions ranging from Junior Colleges, Liberal Arts Colleges, Comprehensive Universities and Research Universities.
Climate in the early 1990s – A Personal Perspective

Getting a job... cont.

— Invited to interviewed at UNO, UIUC, UCI, UCLA and later invited to interview at the University of Alberta

— April of 1991, “there may be a chance at UCLA.”

— Top candidate (UCLA, Harvard) declined offer and went to Columbia. UCLA made offer to 2nd top candidate (Occidental College, Harvard), who took the job and started in the Fall of 1991.

— Also in 1991, Prof. Francoise Diederich announces that would move to ETH. Invited for second interview. Offered job in the Summer of 1991 to start in 1992.
Climate in the early 1990s – A Personal Perspective
The early years... (having to establish one’s credibility, a bit of hostility)

— UCLA Chem&Biochem Climate OK

— Elsewhere, “Did you get a job at UCLA because you are a minority?”,” I am sure you got a job because of affirmative action...” (umhh, did I? – later I learned that this is called a microaggression, sometimes not so “micro” )


— No departmental nominations for young investigator awards. Only one Hispanic grad student, no African American students in the O-Chem program.

— Gov. Wilson, the first successful political strategy based on inciting fear against immigrants and minorities.

— By 1996 proposition 209 was passed (prohibits state governmental institutions from considering race, sex, or ethnicity, specifically in the areas of public employment, public contracting, and public education)
Climate in the early 1990s – A Personal Perspective

The early years... (having to establish one’s credibility, a bit of hostility)

— Earned tenure

— After systematically staying on the sidelines, by 1998 asked to join the organic graduate admissions committee. Proposed and established an interview process for minority students in the region. The number of minority students in organic chemistry increased overnight (not all them had a good experience, but everyone of them completed a PhD).

...A very simple intervention works

What is the context of this experience in terms of departmental faculty diversity?
Five of the first seven women hired by UCLA already elected to NAS
Not a single woman or URM hire has failed to get to tenure
UCLA Department of Chemistry and Biochemistry First Diversity Plan adopted in February 10, 2010.
Climate in the late 1990s and early 2000s – A Personal Perspective

Mid career... (promotion of diversity)

MGG Group Women Graduates in Academia:

Dr. Alla Gamarnik (PD), professor at San Joaquin Delta College
Dr. Shelli McAlpine (GS), professor at San Diego State University, then UNSW
Dr. Amy Keating (joint GS with K. Houk), Professor at MIT
Dr. Deniz Cizmeciyan (PD), Professor at Mount St Mary Univ. in Los Angeles
Dr. Laura Sonnichsen (GS). Professor at Parkland College in Champaign Illinois
Dr. Krista Motschiedler (GS), Professor at La Sierra University, CA
Dr. Marcia Levitus (PD), Associate professor at Arizona State University
Dr. Zaira Dominguez (PD), Professor at the Universidad de Veracruz (Mexico)
Dr. Stephanie Gould (PD), Professor at Austin College
M.S. Farnosh Family (GS), Lecturer at University of Colorado, Denver.
Dr. Denise de Loera (PD), Professor at the Universidad de San Luis Potosi (Mexico)
Climate in the late 1990s and early 2000s – A Personal Perspective

Mid career... (promotion of diversity)

**MGG Group Minority Men in Academia**

Dr. Horacio Reyes (PD), Prof. at the Univ. Autonoma Metropolitana (Mex)  
Dr. Miguel Jimenez (GS, Prof. at El Camino Community College  
Dr. T. Alfredo Villareal Khuong (GS, Prof. at South Western Commun. College  
M.S. Richard Rodriguez (GS) , Prof. at Cerritos College  
Dr. Luis M. Campos (GS), Prof. at Columbia University  
Dr. Marino Resendiz (GS), Prof. At University of Colorado, Denver  
Dr. Braulio Rodriguez (PD), Prof. at Univ. Nacional Autonoma de Mexico  
Dr. Anoklase Ayitou (PD), Prof. at Illinois Institute of Technology

**Conclusion:** Being a URM Mentor (role model) does, indeed, help...
Climate in the late 1990s and early 2000s – A Personal Perspective

Mid career... (promotion of diversity)

**MGG Group Minority Men in Academia**

Dr. Horacio Reyes (PD), Prof. at the Univ. Autonoma Metropolitana (Mex)
Dr. Miguel Jimenez (GS, Prof. at El Camino Community College
Dr. T. Alfredo Villareal Khuong (GS, Prof. at South Western Commun. College
M.S. Richard Rodriguez (GS), Prof. at Cerritos College
Dr. Luis M. Campos (GS), Prof. at Columbia University
Dr. Marino Resendiz (GS), Prof. At University of Colorado, Denver
Dr. Braulio Rodriguez (PD), Prof. at Univ. Nacional Autonoma de Mexico
Dr. Anoklase Ayitou (PD), Prof. at Illinois Institute of Technology

By 2005 there had been some progress in graduate student recruitment. However, in the Faculty ranks. there was still very little progress in Gender Equity and in the number of Asian American Faculty. There was no progress in the number of URM
— Five of the first seven women hired by UCLA already elected to NAS
— Not a single woman or URM hire has failed to get to tenure
Climate: A Useful Definition

Personal Perspective and Experience

— Junior Faculty
— Mid Career: Grad student climate - OCDS
— Senior: Chair: Department Climate – Common Goals
  Dean: Equity, not equality

Campus Climate is a Complex Thing

— Context: UCLA Student Diversity and Upward mobility
— The Moreno report 2012
— GSE&IS Faculty Report on Race and Ethnic Relations 2013
— Climate Survey by Ranking & Associates 2014
— Diversity requirement – asked for by students, fought by some faculty (!)
— Campus leadership: VC for Equity Diversity and Inclusion
Climate in the mid and late 2000s – A Personal Perspective

Mid career... (getting more engaged)

— Department Vice-Chair (2005-2008)

— Dr. Rafael Ortiz from P&G, UCLA PhD 1993, group leader P&G

“Things have certainly changed a lot! What can I do to help?”

— Can we change the Climate? (faculty and student attitudes)
Student Organization for Cultural Diversity in Chemistry
OCDC Members ca. 2007

Top (left to right): Luis Campos, Julie Magallanes, Diana Azurdia, Eduardo Falcao, Lizette Bartell, Tanya Porras, Karina Heredia
Bottom (left to right): Adam Braunschweig, Ray Villa, Marino Resendiz, Jose Nunez, Miguel Jimenez, Khin Chin
The Student Organization for Culture and Diversity in Chemistry (OCDC)
P&G: A corporate Perspective
— Recruit Women and HRM to maintain the same numbers as the US population through all parts of the company
.... Hispanics numbers are low

- 67% of Hispanics in US originate from Mexico.
- Central America & Puerto Rico each make up 9%.

From US Census Bureau
Top 10 Markets By Hispanic Population

- Los Angeles is the biggest Hispanic Market.
- Recruiting regions are consistent with Hispanic Population.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Market</th>
<th>Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Los Angeles</td>
<td>7.8 Million</td>
</tr>
<tr>
<td>2</td>
<td>New York</td>
<td>4.3</td>
</tr>
<tr>
<td>3</td>
<td>Chicago</td>
<td>1.8</td>
</tr>
<tr>
<td>4</td>
<td>Miami Fl.</td>
<td>1.8</td>
</tr>
<tr>
<td>5</td>
<td>Houston Tx</td>
<td>1.8</td>
</tr>
<tr>
<td>6</td>
<td>Dallas Tx</td>
<td>1.5</td>
</tr>
<tr>
<td>7</td>
<td>San Francisco</td>
<td>1.5</td>
</tr>
<tr>
<td>8</td>
<td>San Antonio</td>
<td>1.3</td>
</tr>
<tr>
<td>9</td>
<td>Phoenix</td>
<td>1.2</td>
</tr>
<tr>
<td>10</td>
<td>Mcallen Tx</td>
<td>1.1</td>
</tr>
</tbody>
</table>

- From US Census Bureau
Rafael willing to make an investment (10 K per year, 2005-2015!)

Goals

1. Change the climate, and...
   - Empower students
   - Develop a strong network
   - Help students make professional contacts (jobs, postdocs)
   - Outreach to community, high schools, junior colleges
   - Invite strong role models
   - Include Caucasian males and international students
   - Organize social events
   - Prepare a strong portfolio (e.g., NSF predoctoral, etc.)
Mission Statement

The Organization for Cultural Diversity in Science strives to create a close-knit community among the graduate students in the sciences, with an emphasis in increasing cultural diversity at UCLA. We project a positive portrayal of underrepresented groups in the sciences to prospective high school and college students, the public at large, and also to the academic and scientific community. We aim to provide networking and outreach opportunities to our members to support them in their ultimate career goals.
OCDS

“Our main goal is to share and celebrate with the UCLA community the accomplishments of diversity scientists. We do this through our quarterly lecture series. As part of the lecture series, student members nominate, organize, and host the speakers. Distinguished speakers from traditionally underrepresented backgrounds across the sciences typically provide a research seminar and a diversity lecture, allowing students to receive opportunities for mentorship and networking in academia and industry.”
<table>
<thead>
<tr>
<th>Semester</th>
<th>Name</th>
<th>Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Winter 2005</td>
<td><strong>Professor Ignacio Tinoco, Jr.</strong>&lt;br&gt;University of California, Berkeley</td>
<td></td>
</tr>
<tr>
<td>Spring 2005</td>
<td><strong>Professor Samuel Stupp</strong>&lt;br&gt;Northwestern University</td>
<td></td>
</tr>
<tr>
<td>Fall 2005</td>
<td><strong>Professor Hector D. Abruna</strong>&lt;br&gt;Cornell University</td>
<td></td>
</tr>
<tr>
<td>Winter 2006</td>
<td><strong>Eric Jacobsen</strong>&lt;br&gt;Harvard University</td>
<td></td>
</tr>
<tr>
<td>Spring 2006</td>
<td><strong>Dr. Debra R. Rolison</strong>&lt;br&gt;Naval Research Laboratory</td>
<td></td>
</tr>
<tr>
<td>Fall 2007</td>
<td><strong>Professor Jorge Gardea</strong>&lt;br&gt;UTEP</td>
<td></td>
</tr>
<tr>
<td>Spring 2008</td>
<td><strong>Professor Steve Mayo</strong>&lt;br&gt;Caltech University</td>
<td></td>
</tr>
<tr>
<td>Spring 2008</td>
<td><strong>Prof. Eusebio Juarisi</strong>&lt;br&gt;CINVESTAV</td>
<td></td>
</tr>
<tr>
<td>Fall 2008</td>
<td><strong>Prof. Eloy Rodriguez</strong>&lt;br&gt;Cornell University</td>
<td></td>
</tr>
<tr>
<td>Spring 2012</td>
<td><strong>Professor Monica Olvera de la Cruz</strong>&lt;br&gt;Northwestern University</td>
<td></td>
</tr>
<tr>
<td>Fall 2013</td>
<td><strong>Professor Alejandro Briseno</strong>&lt;br&gt;University of Mass, Amherst</td>
<td></td>
</tr>
<tr>
<td>Winter 2013</td>
<td><strong>Professor Tito Scaiano</strong>&lt;br&gt;University of Ottawa, Canada</td>
<td></td>
</tr>
<tr>
<td>Fall 2014</td>
<td><strong>Professor Ilyas Washington</strong>&lt;br&gt;Columbia Univ. Med. Center</td>
<td></td>
</tr>
<tr>
<td>Winter 2015</td>
<td><strong>Professor Luis Campos</strong>&lt;br&gt;Columbia University</td>
<td></td>
</tr>
<tr>
<td>Summer 2015</td>
<td><strong>Professor Angel Marti</strong>&lt;br&gt;Rice University</td>
<td></td>
</tr>
<tr>
<td>Winter 2014</td>
<td><strong>Professor Dirk Trauner</strong>&lt;br&gt;University of Munich</td>
<td></td>
</tr>
<tr>
<td>Spring 2014</td>
<td><strong>Professor Daniel Romo</strong>&lt;br&gt;Texas A&amp;M University</td>
<td></td>
</tr>
<tr>
<td>Spring 2014</td>
<td><strong>Professor Luis Echegoyen</strong>&lt;br&gt;University of Texas, El Paso</td>
<td></td>
</tr>
<tr>
<td>Fall 2014</td>
<td><strong>Professor Eloy Rodriguez</strong>&lt;br&gt;Cornell University</td>
<td></td>
</tr>
<tr>
<td>Winter 2017</td>
<td><strong>Professor Stefan France</strong>&lt;br&gt;Georgia Institute of Technology</td>
<td></td>
</tr>
<tr>
<td>Winter 2017</td>
<td><strong>Professor Javier Read de Alaniz</strong>&lt;br&gt;University of California, Santa Barbara</td>
<td></td>
</tr>
</tbody>
</table>
ADSE functions as a governing body, unifying all the local chapters across the United States. The local chapters will be comprised of graduate students, completely inclusive regardless of race, gender, sexual orientation, and/or disability. ADSE executive board positions will be open to previous leaders of local chapters.

The Alliance for Diversity in Science and Engineering currently operates with 8 active chapters across the United States. If you are interested in contacting a particular chapter or obtaining more information on a specific chapter, please find our local contacts below.

Dr. Steven Lopez
President
(former UCLA OCDS leader)
Climate: A Useful Definition

Personal Perspective and Experience

— Junior Faculty
— Mid Career: Grad student climate - OCDS
— **Senior: Chair: Department Climate – Common Goals**
   Dean: Equity, not equality

Campus Climate is a Complex Thing

— Context: UCLA Student Diversity and Upward mobility
— The Moreno report 2012
— GSE&IS Faculty Report on Race and Ethnic Relations 2013
— Climate Survey by Ranking & Associates 2014
— Diversity requirement – asked for by students, fought by some faculty (!)
— Campus leadership: **VC for Equity Diversity and Inclusion**
Department of Chemistry and Biochemistry
(Challenges due to Cultural Differences among Different Groups, e.g. Chem&Biochem)

- Departmental resources
- Teaching loads
- Courses
- Number of majors
- Endowed chairs
- Seminar funds, etc.

Apparent “Random hiring” —
Unintentionally, the department appeared to be replicating the Life Sciences and Physical Sciences divisions.

Climate: An “us vs. them” culture
Solution: Need to find common goals!

Goal: To close this gap

QS
Shanghai JTW
London Times

NRC R5%
USNWR

NRC 95%
NRC 95%
Department of Chemistry and Biochemistry
(Cultural challenges)

Need a More Constructive Narrative:
FROM: We have very little in common. We don’t have enough “your scientific identity”.
TO: We are one of the most intellectually diverse department in the nation. We need to recognize and promote the accomplishments of our faculty.

Mix and Conquer: Change/modernize the graduate program:

Before: —Biochemistry (PhD in BMSB)
—Inorganic, Organic and Physical (PhD in Chemistry)

Department of Chemistry and Biochemistry  
(*Cultural challenges*)

Promoting Collegiality:

A) Faculty luncheon seminar: first Monday of Every Month (ca. $250-300)

B) Distinguished Lecture Series (Travel and accommodation plus $2K honorarium + $500 reception + $500 dinner)

C) Share development efforts, share endowed chairs, have common goals (e.g., McTague, Reiss, Foote & Wudl development chairs to either junior Chemists or Biochemists.)
UCLA
DEPARTMENT OF CHEMISTRY AND BIOCHEMISTRY

Faculty Lunch Seminar

by

Professor James Gober

“The Bacterial Cytoskeleton and Cell Wall Biosynthesis”

Monday, April 3, 2017
12:00 PM
Cram Conference Room – 3440 Molecular Sciences Bldg.

Lunch will be provided during the seminar
Promoting Collegiality:

A) Faculty luncheon seminar: first Monday of Every Month (ca. $250-300)

B) Distinguished Lecture Series (Travel and accommodation plus $2K honorarium + $500 reception + $500 dinner)

C) Share development efforts, share endowed chairs, have common goals (e.g., McTague, Reiss, Foote & Wudl development chairs to either junior Chemists or Biochemists.)
Distinguished Lecture Series

- Quarterly Department-Wide Seminar Event
- No other seminars take place during the week of the Distinguished Lecture event
- Selection of speakers is made by our NAS committee (David Eisenberg, Juli Feigon, Ken Houk, Wayne Hubbell, Raphael Levine, Sabeeha Merchant & Joan Valentine)
- Speakers of broad appeal invited to bring together our faculty, students, staff, alumni, and friends.
- Fall 2013 Speaker: Francis Arnold (CalTech)
- Spring 2014 Speaker: Barry Honig (Columbia)
FRANCES H. ARNOLD
November 6, 4PM Mathematics 4000

Frances H. Arnold
California Institute of Technology
Division of Chemistry and Chemical Engineering
Dick and Barbara Dickinson Professor of Chemical Engineering, Bioengineering and Biochemistry

Wednesday, November 6, 2013
LECTURE 4:00-5:00 PM, Mathematics 4000
RECEPTION 6:00-8:00 PM, Young Hall 2022

New Enzymes by Evolution:
Expanding Nature's Catalytic Repertoire

Enzymes have the power of catalysis for their ability to selectively catalyze minute transformations. For decades, chemists have struggled to mimic the catalytic efficiency of nature. But our attempts have been limited by the preordained chemical structures and reaction pathways that enzymes are designed to follow.

In the last decade, we have used evolution to design new enzymes and catalytic reactions. By capturing the chemical insights of natural enzymes and applying them to human design, we have been able to create new chemical reactions and catalytic materials.

In this talk, I will discuss these advances, including a method for designing new biofuels from CO2 using the ability of enzymes to catalyze reactions that are not possible in nature.
DISTINGUISHED LECTURE SERIES

Wednesday
May 25, 2016
4:00 p.m.
CNSI Auditorium

JoAnne Stubbe
Novartis Professor of Chemistry and Biology
Massachusetts Institute of Technology

Radicals: Your Life is in their Hands

UCLA Chemistry & Biochemistry

For more information contact: Penny Jennings, penny@chem.ucla.edu or 310-825-6909
Kimberly Prather
Professor, Department of Chemistry and Biochemistry,
University of California, San Diego, and
Scripps Institution of Oceanography

Monday
January 23, 2017
4:00 p.m.
CNSI Auditorium

Understanding How
Microbes & African Dust
Control the Clouds &
Precipitation Over California
DISTINGUISHED LECTURE SERIES

ROGER D. KORNBERG
November 4, 4PM CNSI Auditorium

Professor Roger D. Kornberg
Stanford University Medical School
Department of Structural Biology
MRS. GEORGE A. WINER PROFESSOR IN MEDICINE
2006 NOBEL PRIZE IN CHEMISTRY

Presenting
"Chromosomal Structure & Transcription"

Tuesday, November 4, 2014
LECTURE 4:00-5:00 P.M.
CNSI Auditorium
RECEPTION 5:00-6:00 P.M.
CNSI Lobby
DISTINGUISHED LECTURE SERIES

Monday
October 10, 2016
4:00 p.m.
CNSL Auditorium

Douglas Rees
Gilkey Dickinson Professor of Chemistry
Division of Chemistry and Chemical Engineering
California Institute of Technology
Investigator, Howard Hughes Medical Institute

Ironing Out the Nitrogenase Mechanism

UCLA Chemistry & Biochemistry

For more information contact: Penny Jennings, penny@chem.ucla.edu or 310-825-0609

oxide.JHU.edu | NDEW 2017
Promoting Collegiality:

A) Faculty luncheon seminar: first Monday of Every Month (ca. $250-300)

B) Distinguished Lecture Series (Travel and accommodation plus $2K honorarium + $500 reception + $500 dinner)

C) Share development efforts, share endowed chairs, have common goals (e.g., McTague, Reiss, Foote & Wudl development chairs to either junior Chemists or Biochemists).

Is it working?? Yes!!
Department of Chemistry and Biochemistry

(Cultural challenges)

US NWR Global 2014
5th in the World
2nd Among US State Universities

Goal: To close this gap

QS Shanghai JTW London Times

NRC R5% USNWR

NRC 95%
NRC 95%
Climate: A Useful Definition

Personal Perspective and Experience

— Junior Faculty
— Mid Career: Grad student climate - OCDS
— Senior: Chair: Department Climate – Common Goals
  Dean: Equity, not equality

Campus Climate is a Complex Thing

— Context: Student Diversity and Upward mobility
— The Moreno report 2012
— GSE&IS Faculty Report on Race and Ethnic Relations 2013
— Climate Survey by Ranking & Associates 2014
— Diversity requirement
— Campus leadership: VCEDI
UCLA Student Composition

2016:

- 119,408 Applications
- Freshman admits: 4,200
- Transfer admits: 6,000
- CA 78%; OOS 10%; Intl 11%
- URM 33%
- Low Income 29%
- 1st Gen 34%
  (domestic only)

- Retention rate 97%!
- 85% 4yr Graduation rate!
- 91% 6yr Graduation rate!
Economic Diversity Among the Top 25 Ranked Schools

Economic diversity has received growing attention in higher education, particularly at elite top-ranked schools that haven't traditionally enrolled large numbers of students from low-income families. This table shows the percentage of undergraduates receiving federal Pell Grants for low-income students at top-ranked schools in the 2017 Best Colleges rankings. The proportion of students receiving Pell Grants, which are most often given to undergraduates with family incomes of less than $20,000, isn't a perfect measure of an institution's efforts to achieve economic diversity: A college might enroll a large number of students just above the Pell cutoff, for instance, and percentages at public universities may reflect the wide variation from state to state in the number of qualified low-income students. Still, many experts say that Pell figures are the best available gauge of how many low-income undergrads there are on a given campus. Pell Grant percentages were calculated using 2014-2015 school year data on the number of Pell Grant recipients at each school collected by the U.S. Department of Education and given to U.S. News, along with fall 2014 total undergraduate enrollment collected from the colleges themselves by U.S. News.

<table>
<thead>
<tr>
<th>School</th>
<th>Percent of undergraduates receiving Pell Grants</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of California–Los Angeles</td>
<td>38%</td>
</tr>
<tr>
<td>Los Angeles, CA</td>
<td></td>
</tr>
<tr>
<td>University of California–Berkeley</td>
<td>34%</td>
</tr>
<tr>
<td>Berkeley, CA</td>
<td></td>
</tr>
<tr>
<td>Columbia University</td>
<td></td>
</tr>
</tbody>
</table>
UNIVERSITY NEWS

UCLA ranks No. 5 in national survey of universities’ economic diversity

New York Times report calls UC system an ‘upward-mobility machine’

Phil Hampton | September 17, 2015
So, UC and UCLA are doing well, right? 
Well, it depends who you ask

https://www.youtube.com/watch?v=BEO3H5BOIfk
In the meantime in the Chemistry and Biochemistry Department...

Nobel Prize Winners

The following Nobel Prize Winners were former members of the Beta Gamma Chapter:

- Glenn T. Seaborg, Nobel Prize in Chemistry, 1951
- Bruce Merrifield, Nobel Prize in Chemistry, 1984
- Richard Heck, Nobel Prize in Chemistry, 2010

Professional and Academic Activities

As a professional fraternity with close ties to the Department of Chemistry and Biochemistry at UCLA, we are able to host many professional functions. Some of these include, but are not limited to:

- Hosting the annual Glenn T. Seaborg Banquet and sponsoring the Glenn T. Seaborg Award.
- Hosting a scientific research poster session in conjunction with the annual Glenn T. Seaborg Symposium.
- Sponsoring scholarships for undergraduate researchers.
- Helping with UCLA’s annual Bruin Day by giving advice and information to potential UCLA undergraduates.
- Helping sponsor the UCLA Student Members of the American Chemical Society (SMACS) Chemistry Career Fair.
- Meeting members of the Los Angeles Professional Chapter of Alpha Chi Sigma.

Philanthropic Activities

An important mission of our chapter is to help host outreach events with other organizations at UCLA to interest students in science. Past events have included:

- Performing "magic shows" using basic chemical principles to garner the excitement of young students in science.
- Helping with the PITA Program (Promoting Individuality Through the Arts) to further chemistry and the field of science by helping to inspire low-income inner city kids from gang-ridden areas with low literacy rates. We hope to motivate these children to obtain higher level degrees, especially in the area of chemistry and science in general by showing them that science can be fun and interactive through unique learning opportunities.
One of the Biggest Challenges for the Dean of Physical Sciences

Persistence in physical sciences majors is ca. 45%
(but, over 90% will graduate with some other major...)

Four common excuses used to avoid responsibility

1) Blame the students
2) Blame their high schools
3) Blame the education system in the USA
4) Blame the admissions staff

These are Climate Issues!
(i.e., a matter of attitude and approach)
General Chemistry (6 Years Traditional Lecture)

More Traditional Lecture

Chem 14A - Average of 2010-16

EQUALITY
Norm-reference grading (curve):

- fosters competition, disfavors collaboration
- Favors strong backgrounds
- Requires student to establish credibility with peers before they are ready
- Signals URM students that they do not belong.
General Chemistry F2016 (2 Sections Inclusive Learning)

Criterion-Based grading (absolute):
- Fosters collaboration
- Strong students benefit by teaching weak students
- Decreases intimidation when weak students know they are not alone
- Student take pride of each other’s success
- Not a huge difference in overall distribution, just more equitable!
Climate: A Useful Definition

Personal Perspective and Experience

— Junior Faculty
— Mid Career: Grad student climate - OCDS
— Senior: Chair: Department Climate – Common Goals
  Dean: Equity, not equality

Campus Climate is a Complex Thing

— Context: Student Diversity and Upward mobility
— The Moreno report 2012
— GSE&IS Faculty Report on Race and Ethnic Relations 2013
— Climate Survey by Ranking & Associates 2014
— Diversity requirement
— Campus leadership: VCEDI
— By 2012 several high-profile incidents of racial and ethnic bias and/or discrimination have roiled the University of California, Los Angeles (UCLA) campus.

— The UCLA Chancellor and Executive Vice Chancellor and Provost were approached by a group of concerned faculty about perceived racial bias, discrimination and intolerance at the university.

— In response to these concerns, Chancellor Gene Block authorized Executive Vice Chancellor and Provost Scott L. Waugh to appoint an independent review team to conduct an assessment and present recommendations to address issues that the team discovered.
The “Moreno Report”

Independent Investigative Report on Acts of Bias and Discrimination Involving Faculty at the University of California, Los Angeles

Presented to:
Executive Vice Chancellor and Provost Scott L. Waugh
UCLA Office of the Chancellor
2147 Murphy Hall, Box 951405
Los Angeles, CA 90095-1405

Investigation and Report by:
Hon. Carlos Moreno (Ret.), Chair
Dr. Maga Jackson-Triche
Professor Gary Nash
Constance Rice, Esq.
Professor Bob Suzuki

The Moreno Report

— We found widespread concern among faculty that the racial climate at UCLA had deteriorated over time, and that the university’s policies and procedures* are inadequate to respond to reports of bias and discrimination.

— The relevant university policies are vague, the remedial procedures difficult to access, and from a practical standpoint, essentially nonexistent.

— Faculty of color at UCLA must rely on a patchwork of diversity resources and generic complaint and grievance procedures in order to seek redress.

— While this ad hoc process has sometimes succeeded, it fails to adequately record, investigate, or provide for disciplinary sanctions for incidents which, if substantiated, would constitute violations of university nondiscrimination policy.
The Moreno Report

— Our recommendations for reform include:

• Provide a standardized process for investigation of incidents of perceived bias, discrimination, and intolerance, and for referral of the matter, if necessary, to the appropriate local disciplinary regime.

• Implementation of educational and training programs that aim to prevent such incidents from occurring in the first place, and provide for record-keeping in order to monitor the problem moving forward.

• Creation of a single Discrimination Officer who, assuming that the university provides adequate resources, can fulfill these important functions of education and training, informal and formal investigation and fact-finding, and record-keeping.

... The office of the Vice-Chancellor for Equity, Diversity and Inclusion (leadership, compliance, reporting, resources, and a strong message that UCLA cares)
After Surprising Continued Opposition by Some Faculty...

Faculty approve undergraduate diversity requirement for UCLA College

Phil Hampton | April 10, 2015

Faculty have approved a proposal requiring all undergraduate students in the UCLA College to complete a course focused on diversity.

The vote, conducted March 30 through April 10, was 916 to 487 in favor of the proposal, according to results posted on the Academic Senate website.

Supporters — including senior campus administrators, UCLA College deans and faculty, and student leaders — said universities have a responsibility to prepare students for life in a multicultural world and that understanding the perspectives of others is a core competency. They said their position was supported by scholarly research on diversity in higher education, as well as surveys of employers, who increasingly are seeking employees comfortable in diverse environments.

“A diversity-focused course requirement has been a long-standing priority for me because of its clear value to our students, so I am very pleased with the campuswide faculty vote approving the proposal,” Chancellor Gene Block said. “I want to thank the many faculty members and students who have worked hard for several years to make the diversity requirement a reality.”
UCLA Student Composition

2016:

- 119,408 Applications
- Freshman admits: 4,200
- Transfer admits: 6,000
- CA 78%; OOS 10%; Intnl 11%

- URM 33%
- Low Income 29%
- 1\textsuperscript{st} Gen 34%
  (domestic only)

- Retention rate 97%!
- 85% 4yr Graduation rate!
- 91% 6yr Graduation rate!

Campus Climate

A very heterogeneous campus
(less so for faculty).
Equity, Diversity and Inclusion

Thesis: Faculty are bright people with demonstrated expertise and credibility in their fields of research, who have done very well and have good intentions, but tend to miss many targets with unusually high frequency (e.g., diversity, education, mentoring, etc.). Faculty are likely to address complex challenges and come up with solutions on target if they approach those challenges with a scholarly perspective based on the scientific method.

Academic Leaders

Recruitment – Intentional and active
Retention – Pre-emptive (good climate)
Promotion – Formulaic but flexible

Challenge Practices and Paradigms - Beware of misused credibility (if you do the right thing, what is worst case scenario?)