

UC Santa Cruz Faculty Community Networking Program 2018-2019 Conveners' Joint Statement

Vice Provost for Academic Affairs
Professor Herbert Lee

Dear VPAA Lee:

We write as the conveners of the five groups —African-American/Black/Caribbean, Asian American/Pacific Islander, Chicanx/Latinx, Indigenous/Native American, and Women in STEM— comprising the UC Santa Cruz Faculty Community Networking Program 2018-2019. First, we would like to thank you for the opportunity to lead our colleagues in exploring ways to improve faculty retention and success and engaging in a dialogue to identify issues affecting faculty and students within our groups.

In addition to the production of a report from each group, we are submitting this joint statement to support the continuation of the initiative, and to illuminate joint issues and concerns. These months of conversations and lunches have been very productive, and many of the participating faculty highly valued the effort and explicitly expressed an interest in keeping these professional spaces and social opportunities open. In our end-of-year discussion as conveners, we made important connections and recognized points of commonality across the groups, which we would like to highlight below:

- here are invisible or unacknowledged forms of service labor due to the underrepresentation of faculty in our groups and the increasing needs of more and more students as the undergraduate populations grows in absolute and ethnic/gender specific ways. For example, faculty of color and female faculty in STEM are involved in mentoring and advising, often beyond the discipline of faculty expertise, for many students who seek faculty who look like them; this labor becomes hard to quantify but is a regularly experienced burden beyond what is expected for faculty.
- Similarly, there is an irony in minority faculty members taking on an over-representational role in relation to the institution and its multiple service demands; for example, the few available faculty of a certain kind feel the pressure to, and do, multiply themselves in several senate or department committees, they often overcommit in order to respond to well-meaning requests for representation stemming from campus chairs and deans in the hopes of sharing perspectives and having a voice.
- We think that a broad and wide improvement in Faculty of Color pipelines is essential. Early recruitment, mentoring, and professional development from undergraduate to graduate to post-docs to faculty at UCSC needs to be supported at the institutional level. Greater diversification of faculty at UCSC will ultimately result in alleviating many of the problems described above.

- Finally, we all agree about the necessity for resources devoted to the creation and maintenance of group-specific websites that can function as both social platforms for events, and clearinghouses for information and opportunities. These websites, and support for their maintenance, would help solidify the emerging networks we have cultivated this year.

In closing, we reiterate the request that these groups and the formal, institutional support that keeps them active and viable be sustained: that the faculty community groups be made permanent or at least longer-term than the original one year program.

Yours,

David Anthony, Associate Professor, History
L.S. Kim, Associate Professor, Film & Digital Media
Sri Kurniawan, Professor, Computational Media
Juan Poblete, Professor, Literature
Judith Scott, Professor, Education