

University and Community Service

Academic Programs and Committees

UC Berkeley

Vice Chancellor for Equity and Inclusion (founding) 2007- 2015

Cabinet official with responsibility for initiatives and programs regarding faculty, staff, and students. Set up the new division (first in UC system) and initial strategic plan. Work with the Provost on faculty hiring, promotion, and climate actions. Administrative oversight of programs including undergraduate and graduate student multicultural diversity initiatives, disability programs. Oversee K-12 outreach programs. Collection, analysis, and dissemination of relevant data. Campus climate surveys and initiatives. Fundraising duties and grant administration. The division had over 150 employees and a budget of nearly \$20M.

Graduate Affirmative Action Advisory Committee 2002- 2007

Member of advisory committee which includes faculty, staff, diversity coordinators, and students. Considers issues of recruitment and admissions procedures, and advancement, retention, and climate.

Diversity Website

Committee 2005-2006

Member of campus community committee to conceive and help develop campus diversity website. Launch expected Spring 2007.

BDRI Steering

Committee 2004-2006

Member of faculty/administrative committee in charge of launching the Berkeley Diversity Research Initiative. Set direction and procedures for BDRI, conducted initial proposal process, put in place current BDRI structure.

Divisional Council 2004-2006

Member of Academic Senate Berkeley Division executive committee.

Status of Women and Ethnic Minorities 2000-2006

Member of Academic Senate committee (SWEM) 3 years. Vice-Chair 1 year. Chair 2 years. Helped add diversity to Campus Strategic Academic Plan. Advised Chancellors Berdahl and Birgeneau on faculty diversity issues. Added SWEM to committees which participate directly in departmental reviews. Initiated activation of departmental affirmative action officers.

Senior Advisory Group on Diversity and Inclusion 2005

Member of faculty/administrative committee to advise Chancellor on the creation of the VC for Equity and Inclusion position.

Diversity Project Coordinating Committee 2003-2005

Co-Chair of campus community committee including faculty, administrative, undergraduate, graduate, staff, and alumni

members. Conducted roundtables of campus community on diversity issues, wrote summary statement of campus views and goals, organized first Berkeley Diversity Forum, conceived and did groundwork instrumental for the Berkeley Diversity Research Initiative (faculty) and Berkeley Initiative on Leadership and Diversity (staff).

Committee on Committees 2003-2005

Member of Academic Senate committee which nominates faculty members for all the Senate committees and some administrative committees.

Graduate Opportunity Program

Fellowships 1992-1994

Member of Faculty Review committee for merit-based graduate fellowships for students who will enhance the diversity agenda of the University.

Special Scholarships

Committee 1983-1990

Member of Academic Senate committee (now SDAD) which instigated and set policy for PDP, a campus program for undergraduates of color in math-based fields, and pre-college students with promise in math-based fields. Co-Chair for 2 years.

University of California, System-wide

Regent's Study Group on Prop 209 and Diversity 2006- 2007

Chair of Faculty Diversity sub-committee to the Study Group. Preparing recommendations for statements and actions by the

Board of Regents on faculty diversity.

**Academic
Council
2006**

Invited guest (as Chair of UCAAD) to Executive Committee of system-wide Academic Senate.

**California Universities
Consortium**

2005-2007

Member of ad hoc committee of faculty and administrators from all the research universities in the state, interested in fostering pipeline issues from undergraduates to faculty.

**Univ. Comm. on Affirmative Action and
Diversity**

2003- 2006

Member of System-wide Senate committee which brings together Chairs of campus diversity committees to initiate or advise on policies and disseminate best practices. Vice Chair for 2 years and Chair for 1 year. Produced report to Senate on graduate diversity. Authored and brought to passage changes to the Academic Personnel Manual which explicitly reward diversity work. Authored and brought to passage a University statement on diversity endorsed by the Senate and President. Obtained role for UCAAD on Academic Council (system-wide executive committee). Active in follow-up to President's Taskforce Report.

**President's Taskforce on Faculty
Diversity**

2005-2006

Member of faculty taskforce appointed to assess faculty diversity in the University including best practices, progress, and problems, and recommend actions to improve the situation. Substantial role

in writing and presenting final report to Faculty Diversity Summit.

President's Postdoctoral Fellowships

1995, 1996, 2002, 2007

Member of Faculty Review committee for merit-based postdoctoral fellowships for students in the sciences who will enhance the diversity agenda of the University.

Professional Service

NSF Minority Postdoctoral Fellowships Review

Panel 1994-1995

Chair, AAS Committee: Status of Minorities in
Astronomy 1999-2001

Co-Chair, AAS Graduate Education Diversity
Task Force 2017-2019

Community Service and Outreach

Cal Prep Faculty Advisory

Committee 2004-2015

Member of faculty advisory committee in successful effort to start a charter school as a collaboration between UCB and Aspire Public Schools. Consulted on wide range of issues including facility location, curricular issues, school structure and culture, hiring staff, and budget.

Chabot Space and Science Center

1999-2006

Member, Board of Directors. Chair, Programs Committee (6

years). The Center strives to use Astronomy to interest K-12 students and the public in science, serving more than 30,000 students and 150,000 visitors annually. Help develop exhibits, offer lectures and role-modeling activities, development of a high school Astronomy class offered district-wide, and foster connections with UCB, LBNL, and SSL.

“I Have a Dream, Oakland”

Foundation

1996-2004

Member, Board of Directors (Board Secretary for 4 years).
Neighborhood-based group which raised funds to provide post-secondary school scholarships for students. Primary work of the program was getting them there through tutoring, enrichment, and summer programs. Started with 88 students, ended with 320. Successfully altered our cohort's typical high school graduation rate from 25% to 75%, with 50% going on to post-secondary education (including one to Harvard and several to UCB).