

Professor David Lopez  
Acting Director  
Chicana and Chicano Studies Program

Dear David:

On May 25, I wrote to you outlining a process to delineate actions that would be required to ensure that the policies implemented as a part of the decision to continue the interdepartmental approach to Chicana and Chicano Studies. This process follows the most recent review of the proposed creation of a Department.

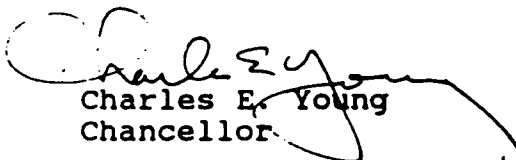
I believe the discussions which have occurred in the last several days have led to resolutions of those issues, and of other important matters as set forth below in the attached document entitled, "Framework for a Center for Interdisciplinary Instruction in Chicana and Chicano Studies."

This framework, which has the appropriate approval of the Academic Senate, obviates the need for the task force which was proposed, and provides us with the tools to move forward into a new era of Chicana and Chicano Studies.

In addition to those items which I have approved with Senate concurrence, and acting on the recommendation of faculty and students of the program, I will enthusiastically propose to the Regents at their meeting later this month that they approve the naming of the Center, "Cesar Chavez Center for Interdisciplinary Instruction in Chicana and Chicano Studies."

Dean Scott Waugh will work with you to develop the details of various aspects of the framework which require further elaboration.

Sincerely,

  
Charles E. Young  
Chancellor

cc: Vice Provost Carol Hartzog  
Vice Chancellor Claudia Mitchell-Kernan  
Associate Vice Chancellor Raymund Paredes  
Dean Scott Waugh  
Members, Committee to Administer the Interdepartment Major in  
Chicana and Chicano Studies  
Cindy Montanez  
Balvina Collazo  
Joaquin Ochoa

Framework for a  
Center for Interdisciplinary Instruction  
in Chicana and Chicano Studies

This plan creates a new campus unit called a Center for Interdisciplinary Instruction -- a unit with a combination of features that draws on the strengths of both academic departments and interdepartmental programs.

A Center for Interdisciplinary Instruction incorporates some of the fundamental elements of UCLA's departments and programs into a new unit that will provide a greater degree of stability and autonomy for Chicana and Chicano Studies than in the past. This new structure will likely meet the needs of other interdepartmental programs in the future.

The following provisions for a Center for Interdisciplinary Instruction mark a significant departure from past practice at UCLA and will give Chicana and Chicano Studies a fundamental degree of self-determination:

1. A Center for Interdisciplinary Instruction receives an allocation of permanent and temporary FTE.
2. For the purpose of determining voting rights, the faculty of a Center for Interdisciplinary Instruction are those who hold permanent appointments in the Center for Interdisciplinary Instruction.
3. Joint appointments of faculty whose academic homes are in other departments, and the use of faculty from other departments on temporary appointment, will be encouraged and will constitute the majority of faculty.
4. The percentage of time for permanent appointees to a Center for Interdisciplinary Instruction may run to 100 percent for a group of core faculty to insure stability of structure and leadership.
5. Existing faculty could be approved to move their appointments to the Center for Interdisciplinary Instruction either temporarily or permanently for up to 100 percent time.
6. A Center for Interdisciplinary Instruction has the same responsibilities for academic personnel actions, i.e., appointments, promotions, advancements, and terminations, as does a department, namely, full responsibility for those who hold full appointments within the Center for Interdisciplinary Instruction and joint responsibility for those who hold joint appointments.

This structure preserves the essential interdisciplinary character of Chicana and Chicano Studies, and provides features of departments necessary for the stability and autonomy of the program.

It is important to stress that a Center for Interdisciplinary Instruction will draw on the talents of faculty from across the campus, with direct benefits for teaching and research in Chicana and Chicano Studies. Because many in the Center for Interdisciplinary Instruction will maintain a place in departments, they will help transform the nature of the entire academic program at UCLA and reach as many students as possible. At the same time, the Center for Interdisciplinary Instruction will provide the stability and autonomy that Chicana and Chicano Studies requires.

Along with the creation of a new academic unit, this plan also provides a number of other important contributions to Chicana and Chicano Studies:

The institution of joint appointments and 100% core appointments will mean immediate augmentation of the permanent budget of Chicana and Chicano Studies. The following areas have been identified as priority fields to begin building Chicana and Chicano Studies at UCLA: 1) political economy; 2) historical studies; 3) studies of migration; 4) studies of indigenous cultures and languages; 5) literary studies; 6) pedagogical studies; 7) health studies; 8) studies of social identity and behavior; 9) gender studies.

To ensure that the unit will thrive, four searches for Chicana and Chicano Studies faculty have been authorized for 1993-94, at least one at the senior level. These appointments can be 100% time in the Center, as determined by the members of Chicana and Chicano Studies, with the understanding that it is crucial to the success of Chicana and Chicano Studies to have a dedicated core faculty in place as quickly as possible.

For 1994-95, two additional searches can be conducted if four appointments have resulted from the 1993-94 searches. These and future searches will be conducted by the faculty of Chicana and Chicano Studies, in consultation with the Dean of Social Sciences.

It should be understood that these appointments in Chicana and Chicano Studies will not be a substitute for continuing efforts to diversify the faculty in departments across the campus in which Chicanas and Chicanos and other ethnic groups are underrepresented.

The core faculty of the Center will also constitute a committee for the promotion of Chicana and Chicano Studies faculty. In cases of 100% appointments, the Chicana and Chicano Studies recommendation will go forward to the Dean as the sole recommendation concerning promotion. In cases of joint appointments, the recommendation of Chicana and Chicano Studies faculty will go forward along with, but separate from, the recommendation of the department, thereby giving Chicana and Chicano Studies a clear and equal voice in the personnel process.

It is also envisioned that some faculty who do not have full appointments in Chicana and Chicano Studies might have full-time assignments in the Center for a period of three years or so. During this time, their full teaching and service responsibilities would be directed toward Chicana and Chicano Studies. With the new revisions to the personnel process resulting from the Pister Report, it becomes possible to reward faculty for such concentrated work at a particular stage in their academic careers. The combination of full-time appointments, joint appointments, and full-time assignments would significantly strengthen the core faculty and give crucial stability to Chicana and Chicano Studies.

The new provision of appointments in the Center will provide a resource base for hiring temporary faculty when Chicana and Chicano Studies faculty are on leave. In addition, we will provide temporary faculty and TA resources necessary to mount the core curriculum in Chicana and Chicano Studies (these resources could also be used to provide for graduate and undergraduate research assistantships at the discretion of the core faculty). In 1993-94 these resources will be all the more important because of the large number of Chicana and Chicano faculty absent through leaves or for other reasons.

Along with these regular appointments and assignments in the Center, funds can also be provided for special temporary appointments of leading figures and community scholars in Chicana and Chicano Studies, who can bring added distinction to the Center. These intellectual leaders could offer workshops, conferences, or seminars for the students and faculty, as well as the UCLA community at large. In this way Chicana and Chicano Studies would become an even more influential force in the academic environment at UCLA.

The undergraduate curriculum will continue to be developed by the Chicana and Chicano Studies faculty, subject to approval by the Academic Senate. In the future, if the faculty and students determine that it is feasible and desirable, an M.A. and a Ph.D. program can also be developed.

There will be no further budget cuts for Chicana and Chicano Studies in 1993-94 or 1994-95, and in certain areas there will be an augmentation of the budget to meet critical needs in the Center. Specifically, permanent funding will be provided for the AA II position, and additional funding will be provided for counseling and student support services, as determined by the faculty and Dean. The core budget of the Center for Interdisciplinary Instruction will be an integral part of the core budget of the university. The aim will be to provide a level of staff support commensurate with the academic needs of Chicana and Chicano Studies, and in keeping with the staffing levels in the Division of Social Sciences. We will also endeavor to find support for crucial services such as the Chicana and Chicano Research Center Library.

The Dean will assist the Chicana and Chicano Studies faculty in their efforts to locate and secure outside funding for academic development.

Aside from monetary resources, space is an important element in the success in any academic program, and as the planning for north campus space goes forward in the light of changes resulting from the move of AGSM into a new building and from seismic upgrading, the needs of Chicana and Chicano Studies will have a prominent place in the discussions.

Specific elements regarding the governance of the Center, including the degree of student and/or community participation shall be determined according to University guidelines.

This new entity will be implemented by the Chicana and Chicano Studies faculty, working closely with the Dean of Social Sciences and other administrators. The first steps will be the appointment of a head of the Center and the determination of the core faculty to engage in recruitment and promotion. I propose that this new center be named:

**The Cesar Chavez Center for Interdisciplinary Instruction  
in Chicana and Chicano Studies**

It is understood that should the evolution and the experience of the Center for Interdisciplinary Instruction warrant it, departmentalization will once again be on the table for reconsideration, and if presented by the new entity will be reviewed in good faith by the agencies of the administration and Academic Senate.



OFFICE OF THE CHANCELLOR  
405 HILGARD AVENUE  
LOS ANGELES, CALIFORNIA 90024-1405

June 7, 1993

After intensive discussions, we are pleased to announce the resolution of the issues surrounding Chicana and Chicano Studies at UCLA that gave rise to the hunger strike from May 24, 1993 to June 7, 1993.

*Winston C. Doby*  
Winston C. Doby

JUAN ARTURO DIAZ LÓPEZ  
Juan Arturo Diaz Lopez

*Carol P. Hartzog*  
Carol P. Hartzog

*Marcos Aguilar*  
Marcos Aguilar

*Claudia Mitchell-Kernan*  
Claudia Mitchell-Kernan

*Balvina Collazo*  
Balvina Collazo

*Raymond A. Paredes*  
Raymond A. Paredes

*Maria M. Lara*  
Maria M. Lara

*Scott L. Waugh*  
Scott L. Waugh

*Jorge R. Mancillas*  
Jorge R. Mancillas

*Charles E. Young*  
Charles E. Young

*Arturo "Paztel" Mireles Resendi*  
Arturo "Paztel" Mireles Resendi

*Cindy Montanez*  
Cindy Montanez

*Norma Montanez*  
Norma Montanez

*Joaquin Manuel Ochoa*  
Joaquin Manuel Ochoa

*Witnessed on my own hand:*  
*Tom Hayden*

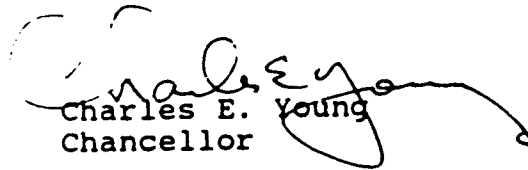


June 7, 1993

VICE CHANCELLOR CLAUDIA MITCHELL-KERNAN:  
DEAN FRED EISERLING:  
DEAN SCOTT WAUGH:

I am writing you to place on record UCLA's continuing support for ethnic and gender studies, as well as our commitment that there will be no further budget cuts for these programs for the 1993-94 and 1994-95 academic years.

Sincerely,

  
Charles E. Young  
Chancellor

June 7, 1993  
575/SW5

Administrative Head David Lopez  
Chicana and Chicano Studies Program  
155905

Dear David:

As you well know, agreements have been reached in regard to the future of Chicana and Chicano Studies at UCLA. The Chancellor is writing to you separately to describe those agreements. I am writing to outline the immediate steps that need to be taken to implement those changes.

I recommend the following procedures:

1. I will meet with Chicana and Chicano Studies faculty within the next two weeks to explain the nature of the Center for Interdisciplinary Instruction, to obtain their support for the new center, and to discuss the crucial steps involved in implementing the procedures arising from the new arrangements. At this meeting I will act as a chair/facilitator to help guide the deliberations.
2. I will then call a meeting of Chicana and Chicano faculty, students, community members, and other interested faculty to discuss the next steps in implementation, including the selection of a head/chair of the center. I will also act as chair/facilitator at this meeting.
3. Following the decisions taken by the members of Chicana and Chicano Studies at these two meetings, I will establish an implementation committee of faculty and students. This committee will be chaired by the new head/chair of the center. The implementation committee will be charged with establishing procedures for conducting faculty searches for 1993-94, determining matters relating to the governance of the Center for Interdisciplinary Instruction, and developing plans for program and curriculum development.

I want the implementation committee to begin work on July 1, 1993, and to have a preliminary outline of its work by September 1, 1993, with the understanding that the details will be elaborated over the coming academic year, in consultation with the Chicana and Chicano Studies faculty.

Throughout this process I will work with the committee and faculty to facilitate the decisions taken regarding Chicana and Chicano Studies and to act as a liaison with the administration and Academic Senate. I hope that through this collaborative process we will be able to achieve a stable institutional base for the further building of Chicana and Chicano Studies at UCLA.

Sincerely,

Scott L. Waugh  
Dean of Social Sciences



June 7, 1993  
576/SW5

Administrative Head David Lopez  
Chicana and Chicano Studies Program  
155905

Dear David:

This is to confirm that four searches for Chicana and Chicano Studies faculty have been authorized for 1993-94, at least one at the senior level. These appointments can be 100% time in the Center, as determined by the members of Chicana and Chicano Studies, with the understanding that it is crucial to the success of Chicana and Chicano Studies to have a dedicated core faculty in place as quickly as possible.

For 1994-95, two additional searches can be conducted if four appointments have resulted from the 1993-94 searches. These six searches will be available until the positions are filled, at which time we can consider additional appointments in light of the needs of Chicana and Chicano Studies. These and future searches will be conducted by the faculty of Chicana and Chicano Studies, in consultation with the Dean of Social Sciences.

In addition, I will authorize one full temporary FTE for program development. This FTE can be used for special temporary appointments of leading figures or community scholars in Chicana and Chicano Studies, who can bring added distinction to the Center. This commitment is initially for three years, beginning in the academic year 1993-94. After three years, I fully anticipate that with the success of this effort, the commitment would be renewed.

I am hopeful that these commitments will form a solid basis for the continued strengthening of Chicana and Chicano Studies at UCLA.

Sincerely,

Scott L. Waugh  
Dean of Social Sciences