ALL ACADEMICS AT UC SAN DIEGO

SUBJECT: Associate Vice Chancellors, Faculty Diversity and Equity

I am pleased to announce the appointment of Natalia Molina and Mary Blair-Loy as the two Associate Vice Chancellors for Faculty Diversity and Equity (AVC FDE). These positions will provide dynamic and innovative academic leadership in achieving and sustaining faculty diversity and equity, as well as the creation of a positive climate for campus faculty.

Professor Molina is a member of the Department of History and Urban Studies, and has been on the UC San Diego faculty since 2001. Her scholarship addresses US History, Public Health, Immigration History, Racial and Ethnic Studies and Urban Studies. Her award-winning book, Fit to be Citizens? Public Health and Race in Los Angeles, 1879-1939, demonstrates how science and public health have shaped concepts of race in the early twentieth century. She currently serves as the Associate Dean and Faculty Equity Advisor for the Division of Arts and Humanities. In her role as Associate Dean she has been actively involved in faculty hiring, retention, and professional development. As a Faculty Equity Advisor she has provided consultation and workshops on best practices for faculty recruitment and developed and implemented professional development workshops for recently tenured professors and mid-career professors.

Professor Blair-Loy joined UC San Diego in 2004 in the Department of Sociology. She serves as the Director of Graduate Studies for Sociology and is the founding Director of the Center for Research on Gender in the Professions. Her research focuses on how institutional cultures and policies either impede or promote equity and diversity. Her ongoing National Science Foundation project, "Divergent Trajectories," uses quantitative and qualitative data to study faculty career trajectories in science and engineering. She also serves on the UC-Wide ADVANCE Research Scholars Advisory Board, which assess policies for the effectiveness in fostering equity and diversity in hiring, retention, and advancement. In her award-winning book, Competing Devotions: Career and Family among Women Executives, she developed an influential framework for analyzing how institutionalized practices shape careers; the book is listed as one of the 100 top-cited works in sociology in the past decade.

Professors Molina and Blair-Loy will work with Academic Personnel Services (APS), campus administrators, Deans, the Academic Senate, and divisional
Faculty Equity Advisors to evaluate and develop as needed programs and procedures for the recruitment and retention of a diverse faculty, as well as promote a fair, equitable and inclusive academic environment for all faculty.

Dr. Molina will start on July 1, 2014 and Dr. Blair-Loy will begin on September 1, 2014.

Carol Padden
Interim Vice Chancellor -
Equity, Diversity and Inclusion