

**Cesar Chavez Department of Chicana/o Studies
Council on Planning and Budget Report
March 2008**

The Cesar Chavez Department of Chicana/o Studies has compiled a seventeen-page self review in conjunction with their scheduled eighth year review. The period of time covered by the review is unclear. The self-reviews for 1997-1998 and for 2002-2003 were, it seems, never completed due to changes in personnel. (An internal self-review was generated in 2002).

The current review is complete save for the proposal for a graduate program which is being revised after a preliminary submission to Graduate Council and the FEC in 2003-2004. The current report was the product of extensive faculty, staff and student comment and revision in accordance with the unit's strong belief in community governance and inclusivity. Some budget data is available but measures of excellence are (surprisingly) absent. There are now twenty-one departments of Chicana/o Studies located mainly in the western US. Many are located on campuses of the California State University System but the Universities of New Mexico, Washington and several UC campuses (Berkeley, Santa Barbara, UCSD) house such programs. UCLA's Chavez Center would probably fare well against these departments but comparisons were not made.

History & Mission

The Cesar Chavez Department of Chicano/Chicana Studies (henceforth referred to as the Chavez Department) began as an interdepartmental unit in 1974, became a Center for Interdisciplinary Instruction in 1993 after a two-week hunger strike. In 2004, the CII became a full fledged department. The mission of the Chavez Department is:

“to study, analyze and research the contemporary and historical experiences of people of Mexican origin in the United States as well as other Latino and indigenous peoples in the Americas. ...The department offers a strong interdisciplinary methodology to its curriculum offering a diverse palette of courses from the social sciences, humanities and creative arts...The curriculum of the Chavez Department is learner-centered, writing-intensive, academically rigorous...The Department's outreach mission is based upon service-learning philosophy that pays tribute to our namesake, providing an intellectual foundation and a social conscience that is necessary for success in an increasingly diverse, multilingual, and multicultural world.”(2)

Faculty

The Chavez Department is currently made up of eleven core or fully appointed faculty and seven jointly appointed faculty. The core faculty consists of 3 Professors, 4 Associates and 4 Assistants. This is not a “graying” faculty; few positions will be vacated by retirements in the next decade. Faculty areas of specialty range from poetry to socio-linguistics. Future hiring priorities are Chicana History, Central American Studies and

Expressive Cultures. The Department feels a strong need to achieve gender balance in the department. Currently, 5 of the 11 core faculty are female and a senior female hire is hoped for in near future.

Staff

The Chavez Department has three Staff members: an MSO, an Administrative Specialist and a Student Affairs Officer. Before 2002, the MSO was the only full time employee. At that time the Student Affairs Officer became a full-time employee. All these positions have undergone reclassification over the years but in 2003-4 the Administrative Specialist position was cut by .4 FTE. Non-permanent funds from other areas of the department were diverted to make up for this cut. The department is worried that this cut will become permanent.

Undergraduate Instruction

Instruction offered by the Chavez Department has grown steadily since its establishment as a Center for Interdisciplinary Instruction. Ten years ago the Chicano Studies Program had 80 majors; in 2006-2007, the Chavez Department had 145. Put differently, the CD graduates slightly less than 60 majors each year.¹ The Department offers over 70 core and cross-listed courses annually and enjoys about 2400 enrollment annually. Especially successful have been the lower division GE courses offered by the Department. Chicano Studies 10A-B began with enrollments of less than one hundred; now 10A enrolls 400 students and 10B only slightly less. The core and cosponsored courses offered by the department have also increased from 30 in 1998-1999 to almost 80 in 2006-2007.²

Graduate Instruction.

The Chavez Department does not confer any graduate degrees at this time. A proposal for a graduate program has been in the works for some time and will probably be submitted shortly. The Self-Review does indicate that the Chavez Department will seek more resources to support a new graduate program specifically funding for a Graduate Student Advisor.

Outreach

The Chavez Department is unusual in that it has an outreach effort. The SAO is largely responsible for seeking out and maintaining contact with the Community Partners. She also visits community colleges and local high schools in an effort to recruit qualified Latino/a students. If it is successful, this outreach effort strengthens relations between UCLA and a key community and therefore benefits the whole university both in the short and long term.

¹ It is not clear what the department means by "BA degrees conferred" I assume that that means majors and minors combined who graduate within any year.

² The report points to a serious discrepancy in the number of students and majors reported on the one hand by the Registrar and on the other by the Academic Senate. In the case of the majors, the Academic Senate figures do not, it seems, include double majors. Why there is a discrepancy between enrollment figures is not so easy to explain.

Budget

The self-review does provide specific budget figures albeit only for the years 1998-1999 and 2007-2008. (See Table below) According to these figures, the CD budget has grown from \$547,360 to \$1,379,329. Few departments enjoyed such gains but CD is still rather modestly funded vis a vis other social science departments. The increase occurred in permanent faculty FTE (up from 6 to 11 FTE) and funding of Teaching Assistants.

Conclusions

The Chavez Department has succeeded in remedying the problems cited in the 2002 review. It has established mechanisms for including student input in department affairs, created a service learning course, created course sequencing to give shape and coherence to the major and revised their bylaws. A major intellectual challenge looms: as the Self-Review states, the Chavez Center must expand its focus to include all Latinos, not just Mexican-Americans, resident in the US. Like the Graduate Program, evaluation of this aspect of the Chavez Center's mission belongs to the committees on Undergraduate and Graduate instruction.

Budgetary issues come down to a relatively small request for additional staff in the form of a Graduate Advisor. Because the Graduate Proposal is not yet available, it is hard to evaluate this request. However, the extensive outreach effort maintained by the Chavez staff as well as the impressive increase in undergraduate enrollments seems to justify additional staff and the return of the permanent .6 FTE taken in 2003.

The visiting committee might direct its attention to the following issues:

- The self-review could contain more measures of performance. The faculty, program and outreach effort might be compared to similar programs nationally and locally.
- The Chavez department might consider leaving most graduate advising to the faculty and hiring a full or part time financial officer to handle the flow of fellowships, stipends and grants that a Graduate Program brings.

TABLE 3- DEPARTMENTAL BUDGET ALLOCATIONS FOR AY 1997-98 & AY 2007-08

ALLOCATIONS	1997-98	2007-08
Ladder Faculty	\$ 295,860.00 (6.00 FTE)	\$ 996,750 (11.00 FTE)
Temporary Faculty	\$ 96,992 (2.33 FTE)	\$ 86,940 (1.83 FTE)
Permanent Staff, MSO, Adm. Spec., SAO	\$ 115,356 (3.00 FTE)	\$ 133,630 (2.60 FTE) ^a
Teaching Assistants	\$ 19,152 (0.67 FTE)	\$ 104,544 (2.50 FTE)
Readers	\$ 0	\$ 3,115
Casual Staff	\$ 0	\$ 15,303 ^b
Supplies and Expenses	\$ 15,000	\$ 19,350
Add'l allocation	\$ 5,000	\$ 35,000 ^c
Equipment	\$ 0	\$ 0
Summer Sessions	\$ 0	\$ 0 ^d
Chavez Digital Mural Lab	\$ 0	\$ 88,000
TOTAL	\$ 547,360	\$ 1,379,329
<i>All allocations based on July 1st date of each fiscal year</i>		
^a <i>Reflects permanent cut in AY 04-05 (SAO II position cut to 60%)</i>		
^b <i>To cover partial SAO salary</i>		
^c <i>Reflects re-allocation of cut from AY 04-05 on a permanent basis</i>		
^d <i>Allocation for AY 2007-08 not yet known</i>		