

Appendix

Nondiscrimination and Affirmative Action Policy Statement for University of California

It is the policy of the university not to engage in discrimination against or harassment of any person employed by or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran (special disabled veteran, Vietnam era veteran, recently separated veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized). This policy applies to admissions, access, and all employment practices, including recruitment, selection, promotion, transfer, merit increase, salary, training and development, demotion, and separation. This policy is intended to be consistent with the provisions of applicable state and federal laws and university policies.

In addition, it is the policy of the university to undertake affirmative action, consistent with its obligations as a federal contractor, for people of color and women, for persons with disabilities, and for special disabled veterans, Vietnam era veterans, recently separated veterans, and any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. The university commits itself to apply every good faith effort to achieve prompt and full utilization of people of color and women in all segments of its workforce where deficiencies exist. These efforts conform to all current legal and regulatory requirements, and are consistent with university standards of quality and excellence.

Inquiries regarding the University of California, San Diego's (UCSD) equal employment opportunity policies and student-related nondiscrimination policies may be directed to:

Student Affairs—

Joseph W. Watson
Vice Chancellor—Student Affairs
Bldg. 112 University Center,
UCSD
9500 Gilman Drive, Dept. 0015
La Jolla, CA 92093-0015
(858) 534-4370

Academic Affairs—

Marsha A. Chandler
Senior Vice Chancellor—Academic Affairs
Bldg. 105 University Center,
UCSD
9500 Gilman Drive, Dept. 0001
La Jolla, CA 92093-0001
(858) 534-3130

Staff and Management—

Paula C. Doss, Director
Human Resources for Equal Opportunity/
Staff Affirmative Action
Torrey Pines Center South, Suite 370
UCSD
9500 Gilman Drive, Dept. 0923
La Jolla, CA 92093-0923
(858) 534-3694

UCSD recognizes its obligation to provide program accessibility (as described in Section 504 of the 1973 Rehabilitation Act and the Americans with Disabilities Act of 1990) for persons with disabilities. For information as to the existence and location of services, activities, and facilities that are accessible to and usable by persons with disabilities, contact:

Joseph W. Watson
Vice Chancellor Student Affairs
Sec. 504 Coordinator—Students
Bldg. 112 University Center, UCSD
9500 Gilman Drive, Dept. 0015
La Jolla, CA 92093-0015
(858) 534-4370

Marsha A. Chandler
Senior Vice Chancellor Academic Affairs
Sec. 504 Coordinator—Faculty
Bldg. 105 University Center, UCSD
9500 Gilman Drive, Dept. 0001
La Jolla, CA 92093-0001
(858) 534-3130

Barry J. Niman

ADA Coordinator
Manager, Employee Rehabilitation Program
Torrey Pines Center South, Suite 348
9500 Gilman Drive, Dept. 0944
La Jolla, CA 92093-0944
(858) 534-6743
(858) 534-3059

Steve W. Relyea

Vice Chancellor Business Affairs
Sec. 504 Coordinator—Staff
Bldg. 110 University Center, UCSD
9500 Gilman Drive, Dept. 0007
La Jolla, CA 92093-0007
(858) 534-3390

UCSD Policies and Procedures Applying to Student Activities

Students enrolling at UCSD are required to observe campus regulations, including but not limited to the Standards of Conduct and the Policies and Procedures Applying to Student Activities, which are available to students at <http://ugr8.ucsd.edu/judicial/> as well as the following locations:

Student Legal Services

Student Organizations and Leadership Opportunities

College Dean Offices

Office of Graduate Studies and Research

Office of the Student Affairs Dean, School of Medicine

Student Policies and Judicial Affairs

SIO, Graduate Student Department

Notice to Students of Their Privacy Rights

In accordance with the Federal Family Educational Rights and Privacy Act of 1974 and campus procedures implementing the University of California Policies Applying to the Disclosure of Information from Student Records, students at the San Diego campus of the university have the right:

1. To inspect and review records pertaining to themselves in their capacity as students;
2. To have withheld from disclosure, absent their prior consent for release, personally identifiable information from their student records, with exceptions as noted in Section 10.70 of the university's policies (see also Directory or Public Information below);
3. To inspect records maintained by the campus of disclosure of personally identifiable information from their student records;
4. To seek correction of their student records through a request to amend the records or a request for a hearing; and
5. To file complaints with the Department of Education regarding alleged violations of the rights accorded them by the Federal Act.

Directory or Public Information

The Federal Family Educational Rights and Privacy Act of 1974 (revised June 1976) permits the university to release or publish, without the student's consent, items in the category of "public information" which are name, address (campus and/or permanent), telephone number, campus email address, date and place of birth, major fields of study, dates of attendance, degrees and honors received, the most recent previous educational institutions attended, participation in officially recognized activities, including intercollegiate athletics, and the name, weight and height of participants on intercollegiate university athletic teams. Students may request in writing, by the last day of registration each quarter, that any or all personally identifiable information from their records not be regarded as public information. Forms for this purpose are available in the Registrar's Office.

Notification of Rights Under FERPA for Postsecondary Institutions

The Family Educational Rights and Privacy Act (FERPA) affords students certain rights with respect to their education records. They are:

1. The right to inspect and review the student's education records within forty-five days of the day UCSD receives a request for access.

Student should submit to the registrar, dean, head of the department written requests that identify the record(s) student wishes to

inspect. The UCSD official to whom the request was submitted will make arrangements for access and notify the student of the time and place where the records may be inspected. If the records were not maintained by the UCSD official to whom the request was submitted, that official shall advise the student of the correct official to whom the request should be addressed.

2. The right to request amendments of the student's education records that the student believes are inaccurate or misleading.

Students may ask UCSD officials to amend a record that they believe is inaccurate or misleading. They should write the UCSD official responsible for the record, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the UCSD official decides not to amend the record as requested by the student, that official will notify the student of the decision and advise the student of the procedures to appeal the denial.

3. The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent.

One exception which permits disclosure without consent is disclosures to UCSD or UC officials with legitimate educational interests. A UCSD or UC official is a person employed by UCSD or UC in an administrative, supervisory, academic, research, or support staff position; a person or company with whom UCSD or UC has contracted (such as attorney, auditor, or collection agent); or a student serving on an official committee, such as a disciplinary or grievance committee. A UCSD or UC official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by UCSD to comply with the requirements of FERPA.

The name and address of the office that administers FERPA is:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC, 20202-4605

Questions about these rights or any other aspect of student records management by UCSD officials may be referred to the Director, Student Policies and Judicial Affairs, Student Center, Building B, or by telephone at (858) 534-6225 or email at naguilar@ucsd.edu. The text of FERPA may be found in the Government Documents section of the UCSD Geisel Library. Copies of the UCSD student records policy, PPM 160-2, may be accessed electronically at <http://adminrecords.ucsd.edu/ppm/docs/160-2.html>

UCSD Sexual Harassment Prevention and Policy

The University of California, San Diego is committed to creating and maintaining a community in which all persons who participate in UCSD programs and activities can work together in an atmosphere free from all forms of harassment, exploitation, or intimidation. Every member of the UCSD community should be aware that UCSD is strongly opposed to sexual harassment and that such behavior is prohibited both by law and UCSD policy. Retaliation against a person who brings a complaint of sexual harassment is also strictly prohibited and may result in separate disciplinary action. It is UCSD's intention to take whatever action may be needed to prevent, correct, and if necessary, discipline behavior which violates this policy.

Laws and University Policies Prohibiting Sexual Harassment

The California Fair Employment and Housing Act and Title VII of the Federal Civil Rights Act of 1964, as amended, prohibit sexual harassment in employment. Title IX of the Education Amendments of 1972 prohibits sexual harassment in educational institutions which are recipients of federal funds. UCSD's policy prohibits discrimination on the basis of sex, including sexual harassment, and provides for disciplinary action for inappropriate conduct.

Defining Sexual Harassment

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when any or all of the following conditions result:

- Submission to such conduct is made either explicitly or implicitly a term or condition of instruction, employment, or participation in any university activity.
- Submission to or rejection of such conduct by an individual is used as a basis for evaluation in making academic or personnel decisions affecting an individual.
- Such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive university environment.

A determination of whether particular conduct constitutes sexual harassment takes into account the totality of the circumstances, including:

1. the frequency of the offensive conduct;
2. its severity;
3. whether it is physically threatening or humiliating;
4. the location of the conduct and the context in which it occurred;
5. the degree to which the conduct affected the education or employment environment; and
6. the relationship between the parties.

Sexual harassment does not typically include verbal expression or written material that is relevant and appropriately related to course subject matter or curriculum.

Sexual harassment may occur between persons of differing power or between peers. In addition, while the majority of reported cases of sexual harassment involve a male harassing a female, sexual harassment may also involve a female harassing a male, or a male or female harassing a person of the same sex.

Prevention and Education

To implement UCSD's policy regarding sexual harassment, the Office of Sexual Harassment Prevention and Policy (OSHPP) provides assistance in investigating and resolving complaints and provides education to the entire UCSD community. Emphasis is on prevention and early resolution. Copies of UCSD's policy and procedures may be obtained at OSHPP at 201 University Center or at its campus Web page at <http://oshpp.ucsd.edu>. Faculty, staff, and students are encouraged to review the interac-

tive online education program, *Preventing Sexual Harassment*, available on the OSHPP Web page.

Complaint Resolution

UCSD has established formal and informal procedures for resolving sexual harassment complaints. There are several informal resolution options, depending on the circumstances, including educational programs for targeted campus units or for particular individuals and mediation between the parties. Where informal resolution is unsuccessful or inappropriate, a formal complaint may be filed and a formal investigation undertaken. There is no prescribed sequence, so choosing one option first does not prevent a complainant from choosing a different option for resolution later on.

Because complaints are most effectively resolved at the earliest possible stage, UCSD encourages early reporting of concerns or complaints regarding sexual harassment. If you believe you have been sexually harassed, you are encouraged to discuss your options and learn about UCSD procedures by contacting OSHPP at (858) 534-8298 or one of the Information Advisors listed in the Campus Telephone Directory under "Sexual Harassment."

A number of governmental agencies also accept complaints of sexual harassment, including the California Department of Fair Employment and Housing, the U.S. Equal Employment Opportunity Commission, and the Office for Civil Rights, U.S. Department of Education. The time deadlines for filing such complaints vary between 180 and 365 days.

Retaliation

Threats, other forms of intimidation, and retaliation against a faculty member, student, or staff employee for bringing a complaint of sexual harassment or for assisting another in bringing a complaint are prohibited. Retaliation is itself a violation of UCSD policy and applicable law, and is a serious offense. Complaints of retaliation may be brought through the informal or formal sexual harassment complaint procedures. Acts of retaliation may result in discipline.

Title IX Coordinator

Persons who wish to bring a complaint alleging a violation of Title IX of the Education Amendments of 1972 may contact the Title IX Coordinator as follows:

Lori Chamberlain, Title IX Coordinator
University of California, San Diego
9500 Gilman Drive, Mail Code 0024
La Jolla, California 92093
(858) 534-8298

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J. Michael Bishop

Chancellor's Office

126 Medical Sciences Building, Box 0402

UC San Francisco

San Francisco, CA 94143

University Professor Emeritus

E. Margaret Burbidge

Department of Physics, Mail code 0424

SERF Building, Room 330

UC San Diego

La Jolla, CA 92093

University Professor

Shu Chien

Department of Bioengineering, Mail code 0412

Science Engineering Research Facility Building,
Room 221

UC San Diego

La Jolla, CA 92093

University Professor

Alexandre J. Chorin

Department of Mathematics

911 Evans Hall, Mail code 3840

UC Berkeley

Berkeley, CA 94720

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Marvin L. Cohen

Department of Physics

539 Birge Hall, Mail code 7300

UC Berkeley

Berkeley, CA 94720

University Professor

Michael Cole

Department of Communications, 0503

Media Center/Communications Building,
Room 204

UC San Diego

La Jolla, CA 92093

University Professor Emeritus

Gerard Debreu

Departments of Economics and Mathematics

549 Evans Hall, Mail code 3880

UC Berkeley

Berkeley, CA 94720

University Professor

Robert B. EdgertonDepartments of Psychiatry and Biobehavioral
Sciences and Anthropology

C9-938 Neuropsychiatric Institute

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UC Los Angeles,

Los Angeles, CA 90024

University Professor

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Department of English

3011 Humanities Building

Mail code 040 and

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227 Highlander Hall C

1150 University Avenue

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UC Riverside

Riverside, CA 92521

University Professor

Sandra M. Faber

Department of Astronomy and Astrophysics

Kerr Hall

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Santa Cruz, CA 95064

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Department of Botany and Plant Sciences

3101 Batchelor Hall, Mail code 072

UC Riverside

Riverside, CA 92521

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M. Frederick Hawthorne

Department of Chemistry and Biochemistry

2505A Molecular Sciences Building

Mail code 156905
UC Los Angeles
Los Angeles, CA 90024
University Professor Emeritus
Richard Karp
Departments of Electrical Engineering and
Computer Sciences
621 Soda Hall, Mail code 1776
UC Berkeley
Berkeley, CA 94720

University Professor Emeritus
Yuan T. Lee
Department of Chemistry
B38 Hildebrand Hall, Mail code 1460
UC Berkeley
Berkeley, CA 94720

University Professor
Frank H. Shu
Department of Astronomy
403 Campbell Hall, Mail code 3411
UC Berkeley
Berkeley, CA 94720

University Professor Emeritus
S. Jonathan Singer
Department of Biology, Mail code 0322
3430 Bonner Hall, Room 2202
UC San Diego
La Jolla, CA 92093

University Professor Emeritus
Neil J. Smelser
Department of Sociology
410 Barrows Hall and
Institute for International Studies
215 Moses Hall
UC Berkeley
Berkeley, CA 94720

University Professor Emeritus
Edward A. Teller
Lawrence Livermore National Laboratory
7000 East Avenue
Mail stop L-1000
Livermore, CA 94550

University Professor
Chang-Lin Tien
Department of Mechanical Engineering
6101 Etcheverry Hall, Mail code 1740
UC Berkeley
Berkeley, CA 94720

University Professor Emeritus
Charles H. Townes
Department of Physics

557 Birge Hall, Mail code 7300
UC Berkeley
Berkeley, CA 94720
University Professor Emeritus
John R. Whinnery
Department of Electrical Engineering
and Computer Sciences
193 M Cory Hall, Mail code 1770
UC Berkeley
Berkeley, CA 94720

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Hayden White
History of Consciousness Department
Oakes College
UC Santa Cruz
Santa Cruz, CA 95064

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Studies

Stephen Haggard

Stephen W. Kuffler Chair in Biology

Mu-Ming Poo

Estelle and Edgar Levi Memorial Chair in Aging

Dilip Jeste

Benard L. Maas Chair in Inherited Metabolic
Disease

Jerry A. Schneider

Mary Gilman Marston Chair in Psychiatry

Lewis L. Judd

Quinn Martin Chair in Drama

—

Bernd T. Matthias Chair in Physics

M. Brian Maple

Joseph E. Mayer Chair of Theoretical Chemistry

J. Andrew McCammon

Hajime Mori Chair in Japanese Language and
Literature

Masao Miyoshi

Nancy Olmsted Chair in Pediatric Pulmonology

Paul M. Quinton

Pacific Economic Cooperation Chair in
International Economic Relations

—

Edith and William M. Perlman Chair in Clinical
Cardiology

Kirk L. Peterson

Charles Lee Powell Chair in Mathematics

Michael H. Freedman

Charles Lee Powell Chair in Wireless
Communication

Bang-Sup Song

Presidential Chair in Engineering Combustion
Research

Forman A. Williams

Presidential Chair in Philosophy

Patricia S. Churchland

Professorship in Neuroregeneration

Marla Feller

Helen Ranney Chair in Medicine

Stephen I. Wasserman

Anne Ratner Chair in Pediatric Ophthalmology

David Granet

Eric and Johanna Reissner Chair in the
Department of Structural Engineering

Frieder Seible

Stephen O. Rice Chair in Magnetic Recording
Research

Jack K. Wolf

Florence Seeley Riford Chair for Acquired
Immune Deficiency Syndrome (AIDS)
Research

Flossie Wong-Staal

Florence Riford Chair for Alzheimer's Disease
Research

Leon J. Thal

William E. and Mary B. Ritter Memorial Chair

Jeremy Jackson

Rohr Chair in Pacific International Relations

Miles Kahler

Paul D. Saltman Chair in Science Education

Immo Scheffler

San Diego County Heart Association Chair in
Cardiovascular Research

John Ross, Jr.

Science Applications International Corporation
Chair in Engineering

Andrew Chien

Harold Simon Chair in International Health and
Cross Cultural Medicine

—

Sokwanlock Chair in Chinese International Affairs

Barry Naughton

Herbert Stern Chair in Biology

Jean Wang

Evelyn and Edwin Tasch Chair in Cancer Research

—

Tasch Endowed Chair in Parkinson's Disease
Research

—

Ronald R. Taylor Chair in Information Technology
in Computer Science

Pavel Pevzner

Sandra and Monroe Trout Chair in Pharmacology

Palmer W. Taylor

Torrey Mesa Research Institute Chair in Plant
Science

Julian I. Schroeder

Monroe E. Trout Chair in Surgery

David Hoyt

Harold Clayton Urey Chair in Chemistry

Clifford Kubiak

Valtz Family Chair in Philosophy

Clark Glymour

Arthur and Mollie Wagner Chair in Acting

Kyle Donnelly

Sam M. Walton Endowed Chair for Cancer
Research

John P. Pierce

Judith and Jack White Chair in Cardiology

Anthony Demaria

Muriel Jeannette Whitehill Chair in Bio-Medical Ethics

Theodore Friedmann

Kent R. Wilson Chair in Physical Chemistry

—

Herman Wouk Chair of Modern Jewish Studies

—

Samuel S.C. Yen Chair in Reproductive Medicine

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Walter J. Zable Chair in Engineering

Robert W. Conn

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UCSD Facts and Figures

(as of fall 2001)

On-campus student enrollment

Undergraduate 17,505

Warren 4,046

Muir 3,707

Revelle 3,504

Marshall 3,560

Roosevelt 2,688

Graduate 3,008

Medical School (including 540 Medical

Center residents and interns) 1,055

Total students 21,568

Grade-point averages

Freshman 2.74

Sophomore 3.02

Junior 3.03

Senior 3.03

Number of undergraduates in most populous departments

Biology 3,037

Economics 1,456

Electrical and Computer Engineering ... 1,262

Computer Science and Engineering ... 1,076

Political Science 997

Psychology 965

Communication 783

Visual Arts 666

Bioengineering 641

Human Development 586

Based upon the previous year's experience, 94 percent of all new freshmen enrolled at UCSD in the fall quarter are also enrolled in the subsequent fall quarter. Seventy-eight percent of all students who begin their undergraduate studies as freshmen at UCSD complete their degree requirements here within six years. Questions or requests for more detailed information should

be directed to the Office of Student Research and Information.

UCSD Extension enrollment	36,281
Summer Session enrollment	10,041
On campus teaching faculty members	1,600
Books in library collection	2,890,652
Total land area—UCSD	
Main campus	1,157
Outlying areas	405
UC Natural Reserves	414
Total acres	1,976

Members of Honorary

Societies/Prizes/Awards

Academie des Sciences, France	1
Acoustical Society of America	1
African Studies Association	1
American Academy of Arts and Sciences	75
American Academy of Mechanics	4
American Academy of Microbiology	2
American Academy of Religion	1
American Anthropological Association	6
American Association for the Advancement of Science	77
American Association of Anatomists	1
American Astronomical Society	10
American Chemical Society	57
American Geophysical Union	9
American Institute of Aeronautics and Astronautics	9
American Institute of Chemists	2
American Mathematical Society	23

American Nuclear Society	3
American Philosophical Society	14
American Physical Society	39
American Psychiatric Association	1
American Psychological Association	9
American Society for Biological Chemists	13
American Society for Cell Biology	4
American Society of Composers, Authors & Publishers	3
American Society of Mechanical Engineers	7
Balzan	3
Beckman	2
Chancellor's Summer Faculty Fellowship	20
Charles E. Molnar Award	1
Econometric Society	8
Fulbright Awards	45
German Marshall Fund	4
Gregory Luebbert Prize	1
Guggenheim	143
Hellman Faculty Fellowship	36
Humboldt Research Award	9
Institute of Electrical & Electronic Engineers	21
Institute of Mathematical Statistics	3
Institute of Medicine	21
International Academy of Astronautics	6
International Union of Radio Scientists	1
Johan Skyette Prize	1
La Society des Oceanists, Musee de L'Homme	1
Macarthur Foundation	7
Meteroical Society	1

National Academy of Education	2
National Academy of Engineering	16
National Academy of Sciences	66
National Medal of Science	5
New York Academy of Science	6
Nobel Laureates	5
Oceanology International Lifetime Achievement Award	1
Optical Society of America	7
Presidential Early Career Award for Scientists and Engineers	2
Presidential Young Investigators Award	8
Pulitzer Prize	1
Royal Anthropological Institute	1
Royal Anthropological Institute— Great Britain & Ireland	1
Royal Astronomical Society	7
Royal Danish Academy of Science and Letters	1
Royal Historical Society	1
Royal Netherlands Academy of Science	1
Royal Society of Chemistry	3
Royal Society of London	9
Royal Society of Victoria	1
Royal Statistical Society	1
Searle Scholar	7
Sloan Research Fellows	6
Society of Experimental Psychology	7
Swedish Royal	1
Tyler Prize	1
White House National Medal of Science	1