

## EQUAL OPPORTUNITY/STAFF AFFIRMATIVE ACTION

October 2, 1998  
ALL AT UCSD (CAMPUS)

SUBJECT: Equal Opportunity/Affirmative Action and  
Diversity Awards Nominations

I am pleased to announce the nomination period for the Equal Opportunity/Affirmative Action and Diversity Awards. Chancellor Dynes will be presiding over this awards program which is designed to recognize those individuals, departments and organizational units who have made outstanding contributions to the diversification of the career staff work force at UCSD during the affirmative action reporting period for November 1, 1997 through October 31, 1998.

Nominations will be received at the Equal Opportunity/Staff Affirmative Action Office at Torrey Pines Center South, Room 370. All nominations must be received by Monday, November 2, 1998. Electronic nominations will be considered providing all nominating material and personal electronic endorsements from the nominators are received by the deadline. Please send your electronic nomination to Linda Olvera at [lolvera@ucsd.edu](mailto:lolvera@ucsd.edu).

A Nominations Review panel, consisting of a representative from each Vice Chancellor unit, has been appointed to review the nominations.

Nomination Criteria:

1. Individuals or groups of people who have demonstrated competence in support of the University's equal opportunity and affirmative action objectives by making significant contributions to UCSD in one or more of the following areas:

\*VALUING DIVERSITY

Encouraging diversity in the participation of unit/division/department activities.

\*MANAGING THE DYNAMICS OF DIFFERENCE

Using effective strategies for solving conflict among people whose cultural backgrounds and values may be different.

\*ASSESSING ONE'S CULTURE

Recognizing how culture, including the organizational culture, impacts others.

\*INSTITUTIONALIZING DIVERSITY

Incorporating knowledge into the organization by integrating information and skills that enable effective cross-cultural interactions.

\*ADAPTING TO DIVERSITY

Making changes to practices and/or behaviors to demonstrate cross-cultural recognition.

2. Departments that have demonstrated competence in support of the University's equal opportunity and affirmative action objectives by making significant contributions in one or more of the following areas (as defined above):

\*VALUING DIVERSITY

\*MANAGING THE DYNAMICS OF DIFFERENCE

\*ASSESSING ONE'S CULTURE

\*INSTITUTIONALIZING DIVERSITY

\*ADAPTING TO DIVERSITY

3. Departments that have shown progress in increasing the representation of women or people of color over a period of time. This criterion will also consider the placement goals that they have met during this period.

4. Departments that have diversified their work force by increasing the representation of other protected groups such as people with disabilities, special disabled veterans, and Vietnam-era veterans.

5. Individuals, groups, or departments that have demonstrated exemplary support of UCSD's Principles of Community, thereby creating an environment which welcomes diversity.

In order to give all nominations adequate opportunity, length of the narrative statement should not exceed 300 words. Supplemental materials such as newspaper articles can be submitted. All materials must be received by 4:30 p.m. on Monday, November 2, 1998. All award recipients will be announced prior to the awards program on Friday, December 4, 1998.

Paula C. Doss  
Director of Human Resources for  
Equal Opportunity/Staff Affirmative Action

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Equal Opportunity/Affirmative Action and Diversity Nomination Form

We the undersigned nominate the following  
employee/department/organizational unit for the Equal  
Opportunity/Affirmative Action and Diversity Award:

\_\_\_\_\_  
Nominee's name Nominee's Payroll Title

\_\_\_\_\_  
Department/Organizational Unit's Name Vice Chancellor Area

To be considered valid, each nomination must be signed by the Principal  
nominator and two endorsers.

\_\_\_\_\_  
Principal Nominator Department  
(please print legibly)

\_\_\_\_\_  
Signature Extension

Endorsers:  
1. \_\_\_\_\_

Name - Signature Department  
(please print legibly)

2. \_\_\_\_\_  
Name - Signature Department  
(please print legibly)

The deadline for submission of this form and narrative statement is 4:30  
p.m., Monday, November 2, 1998. Nomination forms may be submitted at the  
following address:

Equal Opportunity/Staff Affirmative Action  
Equal Opportunity/Affirmative Action and Diversity Awards  
Torrey Pines Center South  
10280 N. Torrey Pines Rd., Room 370, 3rd Floor  
Fax: 534-8578 Phone: 534-3694  
Mail code 0923