Dr. Gene Block  
Chancellor  
University of California, Los Angeles  
Box 951405 Murphy Hall 2147  
Los Angeles, CA 90095-1405

Dear Chancellor Block:

The National Aeronautics and Space Administration (NASA) has completed a compliance review of the University of California, Los Angeles (UCLA), a recipient of NASA financial assistance. This limited scope review, focused on the Department of Earth Space Science (ESS) graduate program, was conducted pursuant to Title IX of the Education Amendments of 1972 (Title IX), and NASA's Title IX implementing regulations at 14 C.F.R. Part 1253, which prohibit discrimination on the basis of sex in educational programs receiving Federal financial assistance through NASA. The review was conducted to determine whether UCLA is in compliance with NASA's Title IX regulations; specifically, to ensure that the ESS Department provides equal educational opportunity regardless of gender. Please find enclosed a copy of NASA's report of the compliance review and the NASA Title IX regulations.

Based on an evaluation of the data provided by UCLA and from on-site interviews and observations, we find UCLA and ESS to be in compliance with Title IX regulations. More specifically, we find that UCLA and ESS are meeting equal opportunity requirements pertaining to Title IX coordination, grievance procedures, self-evaluation, and methods of program administration.

However, we also find that UCLA and the ESS may strengthen their existing equal opportunity efforts, particularly regarding program administration. For example, with respect to faculty recruitment, UCLA and ESS may need to examine more closely the continuing dearth of women faculty in the program. In this regard, it appears the program may need more institutional support to achieve greater women's participation. NASA's review also suggests the need for stronger education and awareness efforts for both ESS faculty and graduate students regarding gender related issues, such as gender related inappropriate conduct and subtle bias. NASA has provided specific recommendations regarding these and other efforts to enhance equal opportunity. We will contact UCLA in one year to follow up on its progress in implementing these recommendations.
The report also identifies promising practices UCLA is already undertaking to ensure equal educational opportunity regardless of gender. For example, UCLA has taken an important and proactive step by having a separate set of procedures specifically for reports of sexual harassment. Such procedures elevate the importance of reporting allegations of sexual harassment and serve to put the UCLA community on notice that sexual harassment will not be tolerated. They also serve to emphasize UCLA's commitment to promptly and effectively addressing sexual harassment, where it is found to have occurred.

UCLA has been very helpful in facilitating the review prior to, during, and after the on-site visit. NASA wishes to thank Dr. Craig Manning, Chair, ESS Department; Lauri Holbrook, ESS Student Affairs Officer; and Pamela Thomason, Sexual Harassment and Title IX Officer, as well as the faculty, staff and graduate students of the ESS Department, for their participation in the review.

Under the Freedom of Information Act, it may be necessary to release the report and related records on request. If NASA receives such a request, it will seek to protect, to the extent provided by law, personal information which, if released, could reasonably be expected to constitute an unwarranted invasion of privacy.

If you have any questions regarding this correspondence, please contact Mr. David Chambers, Senior Civil Rights Analyst, Program Planning and Evaluation Division, Office of Diversity and Equal Opportunity, on 202-358-2128 at david.r.chambers@nasa.gov.

Sincerely,

Brenda R. Manuel, Esq.
Assistant Administrator for Diversity and Equal Opportunity

Enclosures

cc:
Dr. Craig Manning, Chair, ESS Department
Ms. Pamela Thomason, Sexual Harassment Officer/Title IX Coordinator