

**COMMITTEE ON COMMITTEES**  
**Nomination for the UCSC Carol Freeman Award**  
**for Mid-Career Leadership in the Academic Senate**

To: Academic Senate, Santa Cruz Division

The Committee on Committees (COC) is proud to nominate Professor of Literature Kimberly Lau for the Carol Freeman Award for Leadership in the Academic Senate. The Carol Freeman award is the UC Santa Cruz campus award for outstanding Mid-Career Senate leadership. In selecting Professor Lau for this award, the Committee noted Professor Lau's extensive service record and her exemplary leadership style. That style is consistently, patiently collaborative while willing to make hard decisions; her work is precise without losing sight of the big picture. Her communication is clear, and she has a knack for persuasion. Throughout it all, she doesn't shy away from difficult topics or inconvenient truths. As one of our esteemed Senate leaders said, "Professor Lau has helped engineer a sea change in the culture of university service. Under her leadership, the awareness of and respect for the UC system's structure of shared governance has risen greatly. She inspires and mentors Senate members towards proactive and rigorous engagement with the complex university issues, [and] she models a deeply respectful manner of partnering with our colleagues in campus administration. We've rarely seen anybody get as much work done with as light a touch as hers. Her piercing intellect, broad perspective, compassion, and wit make her a peerless leader, tireless faculty advocate, and generous mentor." What's more, Professor Lau ensures that the importance of equity remains alive in every area of the Senate's work, which is also a signature aspect of her contributions throughout her career and why she was selected by COC to help develop and fill the Academic Senate Equity Advocate role in 2023-24 and 2024-25.

Professor Lau's Senate service has spanned a wide array of committee and service types (years of service in parentheses):

Divisional Leadership: Chair (2), Vice-Chair (2), Executive Committee (9), Senate Equity Advocate (1\*), Co-Chair Beyond Compliance Initiative (4)

Divisional: Affirmative Action & Diversity (4), Planning & Budget (4), Committee on Committees (2), Educational Policy (1), Career Advising (1), Development and Fundraising (1), Preparatory Education (1), Privilege & Tenure (1)

Systemwide: Academic Assembly (2), Academic Council (2), UC Committee on Committees (2), UC Affirmative Action and Diversity (3), Task Force on Faculty Disciplinary Standards 2019-20.

Professor Lau has also served her department, the Humanities Division, and the campus in myriad other capacities; far too many to mention here, though we would be remiss if we did not note several important Senate-related appointments that she spearheaded during her time in Senate leadership. First, Professor Lau co-chaired the Beyond Compliance Working Group as Vice Chair and then Chair of the Academic Senate. In this role, she developed a proposal and secured funding for a three-year campaign intended to engage faculty as leaders in changing the campus culture around sexual violence and sexual harassment.

Second, Professor Lau was co-chair of the most recent 2040 Long Range Development Plan (LRDP) Planning Committee, 2017-2020. Although the LRDP is a campus land-use plan, Professor Lau made social justice central to the committee's planning process. For example, she brought the Chairman of the Amah Mutsun Tribal Band forward to educate our committee about local indigenous land use and management, including historical practices on the land now occupied by the university. After his presentation, the committee prioritized development options that could create opportunities for future land management collaborations between Amah Mutsun Tribal Band members and the UCSC community. In addition, the campus invited an undergraduate student and Amah Mutsun Tribal Band member to join the LRDP Planning Committee to ensure that the Amah Mutsun are represented throughout the multi-year LRDP process.

We also want to highlight that Professor Lau has served our undergraduates and faculty at Oakes, College 9, and John R. Lewis Colleges, serving on the Council of Provosts from 2008-2014 and now again since 2023. She also served on the Faculty Salary Equity Steering Committee in 2013-2015 and the Chancellor's Advisory Council on Campus Climate, Culture, and Inclusion (formerly Chancellor's Diversity Advisory Council) from 2009-2018.

The Academic Senate enthusiastically thanks Professor Lau for her willingness to show up, contribute, and lead through practically continuous service. Aside from the one sabbatical year she took after her four years as Divisional Vice-Chair and Chair, she has served every year since 2010. We are delighted to honor her distinguished and sustained service to the Academic Senate and campus by presenting her with UCSC's Carol Freeman Award for Leadership in the Academic Senate.

Respectfully submitted,

University of California, Santa Cruz  
COMMITTEE ON COMMITTEES  
Nic Brummell  
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