



Mary Croughan
Telephone: (510) 987-9303
Fax: (510) 763-0309
Email: mary.croughan@ucop.edu

Chair of the Assembly and the Academic Council
Faculty Representative to the Board of Regents
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

December 3, 2008

**INTERIM PROVOST ROBERT GREY
UNIVERSITY OF CALIFORNIA**

Re: Concerns about Diversity Research and Implementation

Dear Bob:

At its meeting on November 24, Academic Council unanimously endorsed two requests from the University Committee on Affirmative Action and Diversity (UCAAD): 1) that a UCAAD or other Academic Senate representative be appointed to the Campus Implementation Team for the recommendations of the Regents' Study Group on University Diversity; and 2) that qualified staff be appointed very soon at UCOP to continue diversity analyses and monitoring. I understand that Professor Francis Lu has already been invited to serve on the Campus Implementation Team. I greatly appreciate the rapid response I received from you and Jan Corlett to my informal request.

As you are probably aware, both requests reflect serious concern over the effects of UCOP's restructuring on diversity research and implementation efforts. I have enclosed UCAAD's original letter for your information.

Again, thank you for your assistance and attention to this important matter. Please do not hesitate to contact me if you have any questions regarding Council's requests.

Sincerely,

Mary Croughan, Chair
Academic Council

Copy: Academic Council
Martha Winnacker, Senate Director

Encl.



UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY (UCAAD)

Francis Lu, M.D., Chair

francislu@sfdph.org

ACADEMIC SENATE

University of California

1111 Franklin Street, 12th Floor

Oakland, California 94607-5200

November 14, 2008

**MARY CROUGHAN, CHAIR
ACADEMIC COUNCIL**

Re: UCAAD Concerns on Office of the President Restructuring and Internal Organization

Dear Mary:

I am writing to ask for the Academic Council's support for an action item passed by the UCAAD at its meeting on November 13, 2008. The action item is as follows:

- 1) Given the Regent's Study Group on Diversity Reports with recommendations demonstrates the Regent's high level of concern about the state of diversity and equal opportunity in the University, and
- 2) Given the need for the University President to submit an Annual Report on Diversity to the Regents in January and September 2009, which will report on the implementation of the recommendations with data, and
- 3) Given that former Provost Rory Hume had appointed a Study Group on University Diversity Campus Implementation Team that now reports to Interim Provost and Executive Vice President – Academic Affairs Robert Grey, which is charged with implementing the recommendations of the Regents Study Groups, and which does not have formal Academic Senate (or UCAAD) representation, and
- 4) Given that a Task Force appointed by Interim Provost and Executive Vice President – Academic Affairs Robert Grey is now looking at how Student Affairs and Academic Advancement will be managed and staffed at UCOP, and the importance for university diversity of analyzing and coordinating activities to enhance diversity across the entire pipeline to optimize faculty diversity, and
- 5) Given that UCAAD has relied in the past for consultation from Vice Provost for Academic Advancement Nicholas Jewell and Assistant Vice Provost for Equity & Diversity, Academic Advancement Sheila O'Rourke, both of whom have left UCOP in 2008, and

- 6) Given the importance of faculty pay equity monitoring and analyses for university diversity, and that the preliminary work headed by Nicholas Jewell on faculty pay equity analyses utilizing the methodology employed at UCI and UCSB needs to be continued and now remains dormant since his departure from UCOP in September 2008, and
- 7) Given that the importance of campus climate assessment for university diversity as witnessed by a Regents Study Group on campus climate as part of the diversity study groups, and that the two UCOP staff persons in charge of campus climate have recently retired in 2008, with no replacements at this time.

Be it resolved, that UCAAD requests Academic Council's support of the following:

- 1) Academic Senate representation on the Study Group on the University Diversity Campus Implementation Team by appointing a UCAAD representative.
- 2) Support for the replacement of qualified staff at UCOP to continue diversity analyses and monitoring such as the faculty pay equity studies and campus climate.

Please contact me at (415) 608 3707 or francislumd@aol.com if you have any questions.

Sincerely,

Francis Lu, M.D.
Chair, UCAAD

Copy: Martha Winnacker, Executive Director