

Minutes of Meeting

Thursday, October 16, 2014

I. Chair's Report – Chair David Lopez-Carr

Chair Lopez-Carr welcomed and thanked the committee members. He noted that there would be a considerable amount of activity for UCAAD this year and that he encouraged the members to stay committed to the mission of the committee.

The Committee then went into Executive Session.

II. Consent Calendar

- Approval of the Agenda

***Action Taken:** The agenda was approved as noticed with the agreement that it could shift order to meet the needs of the committee.*

III. Consultation with Academic Senate Leadership

Academic Council Chair Mary Gilly informed the committee about President Napolitano's recent "Google Hangout" with faculty. She also gave an overview of several personnel changes that have been taking place (or are scheduled to take place) in the President's Office. She also discussed the President's Strategic Operations Review at the Office of the President (SOROP), which probably will not result in a staff reduction but does carry staff realignment possibilities.

Chair Gilly noted that there would be a presentation at the January Regents' meeting on doctoral student support, including professional development for graduate students who choose non-academic paths.

Council Vice Chair Dan Hare discussed the total remuneration study and the need for meaningful comparator data. The figures that are shared by many universities are incomplete or misleading, so UC is forced to project comparator salaries and benefits based on data from the previous year. UCPB, UCFW, and UCAP are all looking at the study results and determining how to bring them to the Regents. Of particular concern is the ability of EVCs to respond to outside offers through salary adjustments.

Chair Gilly discussed the Regents' presentation regarding sexual violence and the initiatives and actions the President is putting in response. While faculty are very supportive of the President's directives regarding this issue, it is not clear if any requisite training will be able to be folded into current sexual harassment training or will be separate.

Gilly and Hare informed the committee about recent discussions related to divestment in fossil fuels and investment in UC entrepreneurship. Questions have been raised as to the ethical considerations that may arise from a perceived conflict of interest or commitment. Is the University focused on making money or helping faculty? Some faculty are very interested in UC Ventures, and others are not; if it moves forward, the project may start a major culture change at UC. TFIR is keeping a close eye on its progress.

Members talked about recent discussions at BOARS about the possibility of changing admissions eligibility from 9x9 (the top nine percent across breadth and also the top nine percent locally) to

7x7. Students accepted outside of the mandated eligibility “unfunded,” which is increasingly problematic in view of ongoing budget cuts and shortfalls. CCGA expressed concern that a broad reduction in eligibility will significantly and adversely affect diversity within UC.

IV. Announcements from Office of the General Counsel

Margaret Wu – Managing Counsel, Litigation

Steve Drown – Deputy General Counsel – Educational Affairs

Counselors Wu and Drown joined CCGA to discuss Proposition 209 and diversity guidance per President Napolitano’s directive to the Office of the General Counsel (OGC). OGC is seeking the assistance of UCAAD in helping the University increase and assure diversity. In the past, OGC has issued public guidance on 209 that has been relatively conservative. As a result, UC employees are perhaps overly cautious about making any efforts to improve campus representation. OGC is currently working with a group to find effective ways to communicate allowable action on the campuses with the expectation is that the President’s Office is going to package something for general distribution. Committee members discussed with Wu and Drown the confusion and frustration surrounding allowable action under Prop. 209. Concern was expressed as to the variance of practice from campus to campus and the subtle discrimination that takes place on hiring committees systemwide. Members also shared suggestions regarding ways to improve recruitment and retention of diverse faculty and staff on the campuses.

V. Priorities for the Upcoming Year

Chair Lopez-Carr stated that it would be best for UCAAD to galvanize its strengths around a set of issues. He asked members to rank their interest in the following activities:

- Faculty Review/Hiring;
- Presidential Post-Doctoral Fellowship Program; and
- Campus Climate.

The committee will discuss the approach and scope of the break-out groups at the next meeting.

VI. Consultation with the President’s Office

Susan Carlson, Vice Provost

Amy K. Lee, Diversity, Labor, and Employee Relations Director

The Vice Provost discussed the Diversity Theater Group presentations that were developed by Emily Roxworthy, last year’s UCAAD chair. She noted that the presentations and the related materials were very well-put together. Some members who had visited the workshops on their campuses expressed frustration at the lack of campus information that preceded the performance. Many staff complained about their required attendance. Vice Provost Carlson noted that there will be a follow-up in three months to determine the efficacy of the workshops. A video recording of the performance is also being made.

Vice Provost Carlson discussed the ADVANCE PAID workshops that took place last year. The project steering committee and others wrote to the President asking her to continue the program this year. The President is very supportive of diversity efforts, but has not yet made a financial commitment to renewing this program.

In response to a question, the Vice Provost said she would be pleased to work with UCAAD on developing PFP participants into faculty positions.

VII. Equity in Faculty Merit Cases

Former committee members updated new members on an issue that was discussed last year related to “secret” letters in merit and promotion cases.

VIII. UCOP Task Force on Sexual Violence

Chair David Lopez-Carr reminded the committee that the University has recently put a good deal of emphasis on - and volition behind – responding to campus sexual violence. The president convened a task force and both Emily Roxworthy (last year’s UCAAD Chair) and Chair Lopez-Carr are on the task force and the Chair distributed its initial report for the committee to review. The task force developed seven recommendations which will be implemented in stages over next two years.

Members noted that men have to be targeted as allies as well as potential threats. They also observed that the materials and focus seemed to be directed at undergraduate students; there is little mention of graduate students and the graduate divisions. It is not clear if campus counseling centers are intended as resources for graduate students. Furthermore, all the campuses have very different ways of approaching this problem; there needs to be clarity systemwide.

IX. Discussion of Issues at the Divisions

Members reported on diversity issues and concerns on their campuses.

X. New Business

UCAAD Name Change Discussion

Chair Lopez-Carr broached the issue of possibly changing UCAAD’s name to eliminate the phrase “affirmative action” which could be perceived as outdated and perhaps illegal. Members discussed their feelings about the proposed change and agreed to respond further via email. This item will be discussed further at the January meeting.

The committee adjourned at 3:50 p.m.