

## UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

**Notice of Meeting****Friday, April 22, 2011****10:00 a.m. – 4:00 p.m.****UCOP, 1111 Franklin Street, Oakland – Room 12322****Telephone: 510-987-9466**<http://www.universityofcalifornia.edu/senate/>**I. Chair's Report/Announcements/Updates – Chair Francis Lu**

- Introductions
- March 30 Academic Council Meeting

**II. Consent Calendar**

- Approval of the Agenda
- Approval of the January 13, 2011 Meeting Minutes

**ACTION REQUESTED:** *Approve the agenda and minutes as noticed.*

**III. Revised Draft 2007 UC Faculty Salary Equity Study – Chair Lu, Emerita Professor Pauline Yahr**

*Phone consultation with Emerita Professor Pauline Yahr, who has agreed to work with the Academic Personnel Office on completing the 2007 UC Faculty Salary Equity Study. This is the latest draft from Pauline, which addressed issues brought up at the last meeting. There were few substantive changes.*

**IV. Review of Bio Bib Forms and Revision of 2002 UCOP Guide to Recruitment and Retention of Faculty – Chair Lu**

*At the Faculty Diversity Working Group of the President's Climate Committee, Bio Bib forms were gathered from the campuses and discussed. There were 2 basic approaches. The first is seen in the Berkeley one of a separate diversity narrative section favored by the minority faculty. The second approach is seen in the ones from Irvine, Merced, and San Diego of integrating diversity activities within the usual 3 categories of activities. UCAAD will review these Bio Bib forms to determine best practices for both approaches. The Committee will continue to discuss the revision of the guide and input from the campuses with the ultimate goal of creating a new document that is jointly authored by the Administration and the Senate and in consultation with Academic Personnel.*

**V. Consultation with the Academic Senate Leadership –**

*Daniel Simmons, Academic Council Chair*

*Robert Anderson, Academic Council Vice Chair*

**VI. Continuation of Discussion on Annual UC President’s Report to the Regents on Diversity**  
–Chair Francis Lu, Jan Corlett, Chief of Staff to the Provost, Interim Diversity Coordinator  
Jesse Bernal

*The first Accountability Sub-Report on Diversity was presented to the Regents last fall. Provost Pitts has requested suggestions from the Academic Senate about specific actions that UC could initiate, at the campus or Systemwide level, to foster diversity and tolerance. The metrics should be measureable and easily accessible. Members will continue discussion on metrics and specified outcomes for the report, the inclusion of the Health Sciences, and updating of the 2008 Faculty Diversity in the Health Sciences Report.*

**VII. Roundtable: Campus Updates – Committee Members**

*Members will share campus updates on diversity-related activities including: graduate applications, faculty hiring (utilization) of women and URMs, forms used for promotion and tenure review and other related efforts.*

**VIII. Executive Session (members only please)**

- **Priority and Goal Setting for 2010-11**

**XI. New Business**

**UCAAD 2010-11 Remaining Meeting Schedule:**

June 23, 2011 – Room 5320