

Minutes of Meeting
Thursday, April 17, 2014

Present: Emily Roxworthy, Chair (UCSD); David Lopez-Carr, Vice Chair (UCSB), Janice Tsoh (UCSF); Sean Malloy (UCM alternate); Weng Kee Wong (UCLA); Colleen Clancy (UCD); Tara Javidi (UCSD); Amani Nuru-Jeter (UCB); Kimberly Lau (UCSC); Rudi Ortiz (UCM); Joan-Emma Shea (UCSB); Zhenbiao Yang (UCR); Susan Carlson; Amy Lee; Mary Gilly; William Jacob; Pamela Jennings; Janet Lockwood

I. Chair's Report/Announcements

Chair Roxworthy remarked that the final ADVANCE PAID workshop is coming later in the month and will feature a keynote address by Meg Urry, Israel Munson Professor of Physics and Astronomy and Director of the Yale Center of Astronomy. The focus of this session is the dimensions of workplace climate. The chair said she will report back on the future of the ADVANCE PAID program now that the grant funds are spent.

The President has invested in the continuation of the Presidential Postdoctoral Fellowship Program, and has budgeted \$500,000 to develop trainings for department chairs on all 10 campuses. The centerpiece of these seminars will be theater interventions; the dimension and detail of these interventions is still being determined. The committee talked about the possibility that this training would be compulsory or incentivized in some way. It was also suggested that the interventions be videotaped for future use. Chair Roxworthy asked the Vice Provost if chairs (deans at UCM) can be compelled to attend diversity training. The Vice Provost responded that it could be mandatory if UCAAD voiced that it should be.

Action: *The committee voted unanimously to recommend to the Provost that diversity training be mandatory for chairs at all of the campuses and for deans at UC Merced.*

Chair Roxworthy noted that the January Academic Council meeting focused largely on the governor's position on tuition increases, online education, and other issues that directly impact UC. She said that the President is also in favor of online education.

Dan Hare from UCR has been nominated to be the new Academic Council Vice Chair. Chair Roxworthy pointed out that Professor Hare is the chair of UCFW and is very well-versed in budgetary issues.

Council has also spent a considerable amount of time discussing SSPs. There is growing concern that many campuses are looking at them as a means to generate revenue and that proper consideration is not given to diversity. Some committee members wondered if SSPs are exempt from Prop 209 and might be able to make overt moves in the arena of affirmative action.

II. Consent Calendar

- A. Approval of the Agenda
- B. Approval of the Minutes of March 17, 2014

Action: *The agenda and minutes were approved as noticed.*

III. Response to Campus Climate Survey

Chair Roxworthy remarked that the release of the campus climate results was carefully scripted and controlled. Provost Dorr intends to convene regular meetings of the chief diversity officers; each

campus has to report two to three goals from December that must be achievable within three years. Members expressed concern that the survey results were largely being glossed over with little or no attention paid to problematic areas. Chair Roxworthy remarked that Regent Island had expressed a good deal of concern about the survey response rate. Diversity, Labor, & Employee Relations Director Amy K. Lee stated that it might be helpful for UCAAD to collectively critique the survey itself along with the presentation of the data. She also noted that a number of UC employees did not take the survey because they thought it would not produce real results.

IV. Consultation with the President's Office

A. Campus Pay Equity Plans

The Vice Provost discussed with the committee the status of the various campus Pay Equity plans, with Davis' largely acknowledged to be the most thorough. Members from some campuses expressed frustration with the level of communication and action at their sites. A suggestion was made that perhaps a joint administrative and Senate committee should be formed to address this issue going forward. That said, some members also stated that the funds for a continuing/repeated study could best be used toward direct remediation.

B. Diversity Implications of Bylaw 55

After some discussion, the committee agreed to support the concept that every department should be able to determine for itself what it would like to do in regard to non-Senate voting rights. Members decided to support the more "open" version of the amendment without reference to the Health Sciences.

C. LGBT Task Force

The Vice Provost and members discussed the appropriateness and validity of gender expression and sexual orientation questions developed by the LGBT Task Force. It was largely agreed that the questions could raise concerns – particularly for students – about privacy and discrimination. In addition, the phrasing of the questions was viewed as very problematic. Council Chair Jacob raised the issue of the questions not going to BOARS for review. Overall, the committee felt that the questions needed to go back to the LGBT Task Force for further work and improvement.

D. Demographic Data: Self Identification

The Vice Provost explained that OP has been discussing the way that the University collects employee demographic data with an eye on making it more broad and inclusive. She provided some draft demographic survey forms and asked for feedback from UCAAD to forward to Human Resources. After reviewing the forms, the committee agreed that the forms needed much greater options and detail. Many members recommended that OP review the campus student demographic forms for suggestions and models.

V. APM 035 (Anti-Sexual Harassment) Analogue Development

Professor Neru-Jeter asked the committee if there had ever been discussion about creating an analog policy to APM 035 that covers all protected categories. She asked if UCAAD might be interested in drafting a formal policy or a statement of principle that would address protected groups in arenas other than sexual harassment. She noted that the Faculty Code of Conduct does not provide guidelines about filing of grievances. Members voiced an interest exploring the topic further and asked Professor Neru-Jeter to investigate what exists at the campuses and report back at the next meeting.

VI. Consultation with Academic Senate Leadership

Academic Council Vice Chair Gilly reported that in November, the Provost held an All-UC Conference on Doctoral Support. Each campus could bring five participants, and they were broken into discussion groups around four topics: NRST, Professional Development, Competitiveness, and Diversity.

CCGA is still commenting on the draft SSGDP, with a careful eye on the ramifications in terms of access.

The legislature is looking at the a-g requirements; changes to these could have diversity implications. Chair Roxworthy will report back on the progress following the BOARS meeting.

Members exchanged feedback from each of their campuses in response to the Campus Climate Survey. Overall, the campus administrations seemed surprised by the responses, and had varying approaches to the data, ranging from repeating the survey in one to two years, to focus groups that would develop action plans, to digging deeper and comparing the data across departments, groups, and campuses. It was suggested that there should be a mechanism whereby the administration could be reviewed to see if anything changes as a result of the survey and what strategies do and do not work.

VII. Faculty Review

A committee member raised the issue of “secret” letters possibly being considered when faculty are up for a major review. He stated that there is a practice of having two letters: one from the department, and a closed letter that the chair can write privately to the dean. The committee expressed great astonishment that this practice could exist within the University. The topic was postponed until the June meeting for further investigation and discussion.

VIII. Campus Responses to Local Empowerment of Divisional Diversity Committees Memo

Chair Roxworthy advised the members to consult with their campuses on this memo as requested by the Academic Council.

IX. Finalize Hispanic Serving Institution (HSI) Initiative

Former UCAAD Chair Manuela Martins-Green called in to the meeting to discuss the progress of the Hispanic Serving Institutions (HSI) initiative.

Graduate Studies Director Jennings noted that the President is very interested in diversity and wants to make sure that UC is doing everything possible within the guidelines of Proposition 209 to help increase diversity at the University. Ms. Jennings recommended that the scope of the initiative be broadened to include Tribal Colleges and Universities (TCUs). However, this larger pool will require significantly greater funding than the HBCU initiative, on which it is largely based. While the potential for faculty engagement will be greater due to their familiarity with the programs at CSUs and other UCs, funding may be problematic. The graduate deans would be able to help shape the proposal and determine what is reasonable to expect in terms of resources. The committee agreed with the recommendation to expand the scope of the initiative and to send the draft proposal to the graduate deans for their review and input.

X. New Business

The committee briefly discussed whether the previous UCAAD chair should stay on as ex-officio each year for continuity. It also questioned if UCAAD should have more liaisons to other committees.

XI. Executive Session

No minutes are taken during Executive Session.

The meeting adjourned at 4:02 PM.

Attest: Emily Roxworthy, UCAAD Chair
Prepared by Fredye Harms, Committee Analyst

