

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

Notice of Meeting**Friday, June 9, 2011****10:00 a.m. – 4:00 p.m.****UCOP, 1111 Franklin Street, Oakland – Room 5320****Telephone: 510-987-9466**<http://www.universityofcalifornia.edu/senate/>**I. Chair's Report/Announcements/Updates – Chair Francis Lu**

- May 25 Academic Council Meeting

II. Consent Calendar

- Approval of the Agenda
- Approval of the January 13, 2011 Meeting Minutes
- Approval of the April 22, 2011 Meeting Minutes

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

III. Revised Draft 2007 UC Faculty Salary Equity Study – Chair Lu, Emerita Prof. 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 and Vice Provost Susan Carlson, Academic Personnel

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 in consultation with Academic Personnel.

V. Roundtable: Campus Updates – Committee Members

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

VI. Discussion: Clark Kerr’s University of California: Leadership, Diversity, and Planning in Higher Education by Cristina González – Chair Lu

Product description from Amazon.com: This volume provides an intellectual history of Kerr’s vision of the “multiversity” as expressed in his most famous work, The Uses of the University, and in his greatest administrative accomplishment, the California Master Plan for Higher Education. Building upon Kerr’s use of the visionary hedgehog/shrewd fox dichotomy, the book explains the rise of the University of California as due to the articulation and implementation of the “hedgehog concept” of systemic excellence that underpins the Master Plan. Arguing that the university’s recent problems flow from a “fox culture” characterized by a free-for-all approach to management, including excessive executive compensation, this is a call for a new vision for the university – and or public higher education in general. In particular, it advocates re-funding and re-democratizing public higher education and renewing its leadership through thoughtful succession planning, with a special emphasis on diversity. Gonzalez follows the ups and downs of women and minorities in higher education, showing that university advances often have resulted in the further marginalization of these groups.

Cristina Gonzalez is professor of Spanish and professor of education at the University of California, Davis.

VII. 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

Provost Pitts has requested suggestions from the Academic Senate about specific actions and metrics that UC could initiate, at the campus or systemwide level, to foster diversity and tolerance. Members will continue discussion on metrics and specified outcomes for the report.

ACTION REQUESTED: *Determine next steps.*

VIII. Executive Session (members only please)

- **Priority and Goal Setting for 2011-12**

XI. New Business