

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY ANNUAL REPORT 2009-10

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Affirmative Action and Diversity (UCAAD) met four times in the 2009-10 academic year. In accordance with its duties as outlined in [Senate Bylaw 140](#), UCAAD considered policies related to staff, faculty, and student diversity, as well as statistical data and other measures of those policies successful implementation. This year was the third full year of membership for UCAAD on the Academic Council. In February 2007, the Council unanimously approved the addition of UCAAD as a permanent standing member, and in May of that year, the Academic Assembly approved an amendment to [Senate Bylaw 125](#) that codified the addition. A summary of the committee's work is below:

Evaluating Contributions to Diversity for Appointment and Promotion (APM 210) Guidelines for all Academic Disciplines

UCAAD continued to discuss the implementation of the diversity revisions to APM sections 210/240/245 originally proposed by UCAAD in 2004, which took effect in July 2005. The APM policy governing faculty appointment and advancement (APM 210) was amended effective July 2005 so that faculty contributions to diversity would receive recognition and reward in the academic personnel process. UCAAD identified two recurring issues across the UC system: the apparent lack of will and the evident lack of understanding of how to effectively make use of the policy as significant impediments to the timely implementation of APM 210. Members considered the extent to which a model for monitoring the implementation of *UC Affirmative Action Guidelines for Recruitment and Retention of Faculty* developed by UCSF in 2002 could be modified and adopted by UCAAD to serve as the model for the UC system. The Committee discussed various ways to engage the campuses in a discussion of models; the need for local CAPs to orient their EVCs; the levels of responsibility and accountability for faculty, academic leaders, and administrators involved in each stage of the review process; and methods and tools in use at some campuses, e.g., annual meetings of local CAP and CAAD Chairs; action step templates, a separate category/question to the electronic docier and "bio-bib" forms.

First Annual UC President's Sub-Report to the Regents on Diversity

President Yudof presented the first ever UC President's Sub-Report on Diversity to the Regents at their November 2009 meeting. UCAAD continued to discuss with Chief of Staff to the Provost Jan Corlett the need for measureable and easily accessible 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; as well as the need for a dedicated survey to measure campus climate for faculty/staff at all UC locations. UCAAD also provided consultation to the Provost suggestions on specific actions that UC could initiate, at the campus or Systemwide level, to foster diversity and tolerance. In June, UCAAD Chair M. Ines Boechat was appointed as the Academic Senate's representative to the newly formed Presidential Council on Campus Climate, Culture and Inclusion.

Commission on the Future Recommendations

UCAAD discussed on multiple occasions the recommendations of the Commission on the Future. The Commission and its five working groups – on the size and shape of UC, its education and curriculum, access and affordability, and funding and research strategies – met throughout the year to consider, among other issues: the "right" size and shape of the University going forward; where it

should grow, or should it; educational delivery models that will both maintain quality and improve efficiency for UC's future; and how UC can maximize traditional and alternative revenue streams in support of its mission. UCAAD expressed concern about UC's ability to serve California students and underserved communities and overall unease with the report's indeterminate impact on diversity at this point. With regard to the forthcoming recommendation on quality contained in the report, UCAAD recommended that diversity – in all its facets – should be one measure of quality, in conformance with the UC Diversity Statement.

Resumption of the 2007 UC Faculty Pay Equity Study

The Committee was successful in securing the volunteer services of Emerita Professor and past UCAAD Chair Pauline Yahr to resume work on the study. UCAAD continued to monitor both the analysis and its implications and advocate for critical support from UCOP's Institutional Research and Communications unit for moving the project forward. Previously, UCAAD, in conjunction with Academic Advancement consultants initiated work on a system-wide pay equity analysis. The 2007-08 effort, led by former Vice Provost Nicholas Jewell, was to be the first UC-wide statistical report of pay practices by gender and ethnicity evaluated across divisions, schools, and departments. UCAAD worked with Academic Advancement to develop the best possible evaluative metrics and comparative standards. Difficulties in securing up-to-date and translatable payroll and personnel data, however, coupled with the departure of Vice Provost Jewell in fall 2008, have until now delayed any further work on the project.

UC Staff Diversity Council Report

The Regents convened several work groups to study diversity at the University, and four of the groups have issued their final reports: faculty diversity; graduate and professional school diversity; undergraduate diversity; staff diversity; and campus climate. The work groups conducted comprehensive assessments of University diversity in order to determine how well UC was meeting the needs of its diverse California constituencies ten years after the passage of Proposition 209. The combined report focuses on a broad range of staff diversity issues, including recruitment, retention and promotion, leadership commitment to staff diversity at each location, and systems for ensuring that best practices in support of staff diversity are woven throughout the fabric of the University. The committee will continue to follow closely implementation of the remediation efforts recommended by the various groups and as contained in UC Staff Diversity Council Report.

Implementation of the President's Task Force on Faculty Diversity

In continuation of business begun in 2006-07, UCAAD continued to monitor campus implementation of the recommendations from the President's Task Force on Faculty Diversity. UCAAD Vice Chair Francis Lu graciously continued to serve as the Academic Senate's representative to the Diversity Implementation Committee. In this capacity, he has provided UCAAD input on key issues including the Diversity Accountability Framework, the Diversity Data Collection, and the UCOP Diversity Coordinator job description, among others.

Other Issues and Business

At each meeting, UCAAD devoted a portion of the agenda to reports and updates from its members about issues facing local divisions and committees. These discussions included local faculty search committee practices and hiring data; the role of campus affirmative action officers; equity and career reviews; exit interviews; and campus climate issues and climate surveys.

In addition to official communications related to the aforementioned topics, UCAAD submitted formal comments on the following policy review issues:

- Campus climate in the wake of several racially-motivated incidents on various UC campuses;
- University processes for dealing with hate crime incidents;
- UCBP position paper Differential Fees and Non-Resident Tuition;
- Education Abroad Program (EAP) Task Force final report;
- Report of Senate Special Committee on Online and Remote Instruction and Residency;
- Impact of the newly adopted UC freshman admissions policy;
- UCFW/TFIR recommendation on assuring adequate funding for UCRP; and
- Report to the Regents on Online Education.

Acknowledgements

UCAAD is grateful to have had valuable input from and exchange with these UCOP and campus consultants over the past year: Provost Lawrence Pitts; Vice Provost Sheila O'Rourke (UCB); Chief of Staff to the Provost and Diversity Project Coordinator Jan Corlett; Interim Executive Director Academic Personnel Pat Price; and Emerita Professor and Past Chair of UCAAD Pauline Yahr (UCI). They provided the committee with data, consultation and reports on numerous items and issues, including:

- Graduate and professional student academic preparation educational outreach;
- Legal obligations and responsibilities for faculty and student diversity in relation to both Proposition 209 and federal affirmative action regulations;
- UC programs and fellowships targeting diversity, including the President's Postdoctoral Fellowship Program; and
- Local conferences, summits, and symposiums addressing diversity.

The committee also thanks the numerous faculty members who, as alternates, kindly represented their respective campuses at UCAAD meetings throughout the year.

Respectfully submitted:

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