

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY ANNUAL REPORT 2010-11

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Affirmative Action and Diversity (UCAAD) met four times in the 2010-11 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 fourth year of membership for UCAAD on the Academic Council. In 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 follows below:

Analysis of UC Pay Equity by Sex and Among Men, Ethnicity, 2009-10

At the end of last year, the Committee was successful in securing the volunteer services of Emerita Professor and past UCAAD Chair Pauline Yahr to resume work on a systemwide faculty pay equity analysis first initiated in 2007-08 by UCAAD in conjunction with Academic Advancement. This 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 the fall of 2008, had until this year delayed any further work on the project. Prof. Yahr presented her work at various stages of development at the January, April and June UCAAD meetings affording committee members with multiple opportunities to review and discuss the analysis. The final draft study entitled, [Analysis of UC Pay Equity by Sex and Among Men, Ethnicity, 2009-10](#), was transmitted to Academic Council in July. Council voted to circulate the analysis for systemwide Senate review and will revisit the draft study in September.

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. Previously, 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. The Committee discussed next steps and a framework for moving forward including taking the message back to campuses that they need to engage local CAPs and develop a set of common principles, standards, and approach to implementing the guidelines. Members also considered the extent to which a model for monitoring the implementation of *UC Affirmative Action Guidelines for Recruitment and Retention of Faculty*, first developed by UCSF in 2002 could be modified and adopted by UCAAD to serve as the model for the UC system. The Committee discussed 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.

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

UCAAD continued to discuss with Chief of Staff to the Provost Jan Corlett and Interim Diversity Coordinator Jesse Bernal: the need for measureable and easily accessible metrics and specified outcomes for the *President's Accountability Sub-Report on Diversity*, presented annually to the Regents; 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 a related effort, former UCAAD Chair M. Ines Boechat graciously continued to serve as the Academic Senate's representative to the newly formed Presidential Council on Campus Climate, Culture and Inclusion.

UC Staff Diversity Council Report

UCAAD continued to follow closely implementation of the remediation efforts recommended by the various groups and as contained in UC Staff Diversity Council Report. Last year, 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.

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 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; campus climate issues and climate surveys; and a close look at the newly published work of Prof. Cristina González (UC Davis) entitled, "Clark Kerr's University of California: Leadership, Diversity, and Planning in Higher Education."

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

- Lack of diversity in systemwide and divisional Senate committees;
- Campus climate in the wake of the recent wave of LGBTQI-related suicides of teens and college students nationwide;
- Changes in post-employment benefits;
- Recommendation from the Academic Council to the UC Commission on the Future and the Statement of Academic Senate Values and Recommendations, developed by the UCLA division;

- Proposed revisions to APM 010 and 015; and
- Implications of reductions in state funding to UC for the advancement of diversity, equity, and inclusion on the campuses and the particular role that the Merced and Riverside campuses play in advancing UC diversity.

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 Susan Carlson; Chief of Staff to the Provost Jan Corlett; Interim Diversity Coordinator Jesse Bernal; Academic Policy and Compensation Manager Janet Lockwood; Director of Graduate Studies Pamela Jennings; former UCAAD Chair M. Ines Boechat; and Emerita Professor and Past Chair of UCAAD Pauline Yahr. 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 UC-HSBC (Historically Black Colleges and Universities) Initiative and funding of 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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