

**University Committee on Affirmative Action and Diversity (UCAAD)  
Annual Report 2012-13**

**TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

The University Committee on Affirmative Action and Diversity (UCAAD) met four times in person and one time via teleconference during the 2012-13 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 for successful implementation of those policies.

At the first meeting of the year (October 18<sup>th</sup>), the committee set forth a series of objectives for 2012-2013. Below is a summary of some of the accomplishments and some of the issues the committee handled over the past year.

**Negotiated Salary Plan Trial Program**

In November, UCAAD responded to the Academic Council regarding the Negotiated Salary Plan Trial Program. The committee expressed concerns about the possibly ambiguous basis for proposal endorsement. It felt that this lack of specificity left room for potential bias. UCAAD noted that the UCLA Public Health program of “delta requests” allowed for more competitive salaries and seemed to provide equal advantage to URM faculty. The committee also felt the the Negotiated Salary Plan Trial Program may not be the ideal vehicle for faculty retention. If it were to be adopted, it should include specific and explicit language with regard to equity.

**Appointment of a UCAAD Liaison to BOARS**

In October, UCAAD approached the Senate with the suggestion that it provide a committee liaison to BOARS; this suggestion was originally put forth by Vice Chair Jacob in the context of holistic review and student diversity. The committee felt that such a connection would provide a means for regular consultation between the two committees. UCAAD Vice Chair Emily Roxworthy agreed to serve as liaison.

**Analysis of UC Pay Equity Study**

Along with UCAP and UCFW, UCAAD reviewed the Pay Equity Study Plans submitted by the campuses. Overall, members expressed surprise at the lack of data analysis and implementation strategies in most of the plans. The Academic Council, having received similar messages from the other two committees, wrote a letter to the Vice Provost suggesting that a set of metrics be developed that would provide a consistent approach and allow for comparative analysis.

**ADVANCE PAID**

UC ADVANCE PAID is a program sponsored by the National Science Foundation to recruit, retain, and advance female faculty in the fields of science, technology, engineering, and mathematics. The Office of the President has been using the program funding to gather and analyze data that will explain the continued shortage of women and underrepresented minorities hired for faculty positions at UC. In 2012-13, the program hosted 2 day-long roundtables: one at UCI (Building Capacity for Institutional Transformation in the 21st Century: Women of Color in STEM and SBS Fields) and the other at UCR (Mentoring Faculty in an Inclusive Climate: Supporting Women and URM STEM Faculty at UC). Several members of UCAAD attended these workshops, and Chair Martins-Green was a member of the executive committee for the ADVANCE proposal.

### **Faculty Diversity Work Group Recommendations**

The Faculty Diversity Work Group, a small body appointed by the President's Climate Council, forwarded its report and recommendations a year ago that were distributed for systemwide consultation. In December 2012, the working group assembled all responses and submitted a prioritized list for the Council to consider. UCAAD supported the workgroup's recommendations but also proposed expansion in some areas, particularly accountability. In June 2013, UCAAD submitted a letter to the Academic Council reiterating its support for the workgroup recommendations, with special emphasis on particular items. [June\MMG Diversity Endorsement Letter - FINAL.pdf](#) The Council approved the letter with one abstention, and forwarded it to the President.

### **APM 210.1.d**

Throughout the course of the year, UCAAD and UCAP worked together to improve the efficacy of APM 210.1.d. This discussion was an outgrowth of complaints from several faculty members who argued that research in diversity is not given the same value as other types of research at UC. After extensive back-and-forth, the committees agreed on the language except for one specific aspect hence each committee submitted its own verbiage to the Academic Council. The Academic Council then reviewed both languages and was able to reach a consensus. The new language of APM 210.1-d was then forwarded to Provost Dorr for her consideration to send the new APM 210.1-d out for review by the divisions the coming year. UCAAD also felt strongly that the change to APM 210.1.d should be substantiated by a white paper that would underscore the importance of contributions to diversity. UCAP was approached by UCAAD to co-author such a paper, but declined. The committee agreed that UCAAD would continue this effort into next year.

### **Faculty Mentorship**

In response to a presentation from Director Sheila O'Rourke of the President's Post-Doctoral Fellowship Program, UCAAD began to develop a white paper that would offer a framework for mentoring that the campuses could adapt for their individual constituencies. Outgoing Chair Martins-Green will continue this work in collaboration with Director Sheila O'Rourke during this coming year.

### **UC Campus Climate Survey**

The University had tremendous response to the Campus Climate Survey. Close to 150,000 complete surveys were returned, with a high percentage of faculty response. Each campus will receive a draft report and will be able to respond and provide context for its outcomes. Systemwide findings will be given to the campuses in November, and the comprehensive survey results will be presented at the January 2014 Regents' meeting. Ultimately, all of the information will be public and available online. The President's Advisory Council on Campus Climate has been suspended until the new president determines how to use the survey data. Although UCAAD was not consulted in preparing the Campus Climate Survey, the committee looks forward to reviewing the data as it relates to equity, diversity, and inclusion.

### **President's Postdoctoral Fellowship Program**

During Academic Council meetings throughout the year, UCAAD Chair Martins-Green strongly advocated the need to increase support for the Presidential Post-Doctoral Fellowship Program. The President has committed one-time money to specifically fund a large group of STEM fellows. The University will have 60 fellowships next year; heretofore, it has never had more than 45. The Vice Provost Susan Carlson has requested that this additional funding become a permanent part of the program.

### **Regents' Fellowship Proposal**

At UCAAD's invitation, Regent Fred Ruiz attended the April 18 committee meeting. During his visit, Chair Martins-Green made an extensive presentation on a number of tactics and approaches to improve UC diversity, particularly of graduate students and faculty. In response to the presentation, Regent Ruiz asked the committee to develop language for a Regents' fellowship specifically to increase and build diversity in the UC teaching pipeline. In consultation with Director of Graduate Studies Pamela Jennings, UCAAD discussed some possible strategies and goals in developing the fellowship. Chair Martins-Green has worked with Ms. Jennings during the summer to prepare a document that describes a Hispanic Serving Institution Initiative that includes a Regent's Fellowship component. This document has been reviewed at UCOP to ensure that it conforms to proposition 209 requirements; it will be first sent out to the current committee for comments and then forwarded to incoming chair Emily Roxworthy for discussion with the incoming UCAAD committee, consultation with CCGA and then will be forwarded to the Academic Council.

### **Acknowledgements**

UCAAD is grateful to have had valuable input from and exchange with these UCOP and campus consultants and guests over the past year: Regent Fred Ruiz, Provost Aimée Dorr, Vice Provost Susan Carlson, Diversity Coordinator Jesse Bernal, Academic Policy and Compensation Manager Janet Lockwood, Director of Graduate Studies Pamela Jennings, President's Post-Doctoral Fellowship Program Director Sheila O'Rourke, Academic Personnel Executive Director Nancy Tanaka, Administrative Coordinator Kate Jeffery, and UCB Vice Chancellor of Equity and Inclusion Gibor Basri. The committee also thanks the numerous faculty members who, as alternates, kindly represented their respective campuses at UCAAD meetings throughout the year. A special thanks to Martha Winnacker who stepped in to assist the committee during a difficult time and to Fredye Harms who quickly took over the duties of committee analyst Eric Zarate in the middle of the year.