

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY (UCAAD) 2007-2008 ANNUAL REPORT

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Affirmative Action and Diversity (UCAAD) met three times in the 2007-2008 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. A summary of the committee's work is below:

New Representation for UCAAD on Academic Council

This year was the first full year of membership for UCAAD on the Academic Council. In 2006-07, the UCAAD chair had attended Academic Council meetings as a non-voting guest. In February 2007, 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. Chair Yahr noted that her presence as on the Council as UCAAD chair has successfully stimulated greater consideration of diversity-related aspects of Council business.

Implementation of the President's Task Force on Faculty Diversity

In continuation of business begun in 2006-07, this year's UCAAD monitored campus implementation of the recommendations from the President's Task Force on Faculty Diversity. Although each campus prepares an annual statistical analysis, called an underutilization study, of the diversity of its faculty and staff for federally required affirmative action reports/plans, the committee was disappointed to learn that some campuses do not post the results or distribute them to the faculty; nor do the campuses present the data in a way that would allow faculty to assess changes in their units' data over time. However, the committee was encouraged by the steps that had been taken on several campuses. UCAAD members were charged to exhort campus directors for faculty equity and other officials to ensure that their results were published in easily accessible forums.

UCAAD also considered diversity within the health sciences via review and comment on a report spearheaded by member M. Ines Boechat (UCLA). The [final report](#) has been published, and UCAAD will monitor implementation of its recommendations.

Regents' Study Group on University Diversity and Proposition 209

The Regents' convened several work groups to study diversity at the University, and four of the groups have issued their final reports to The Regents: faculty diversity (January 08), graduate and professional school diversity (March 08), undergraduate diversity (May 08), and staff diversity (July 08); the final report, on campus climate, is scheduled to be presented at the September 08 Regents' meeting. Each of the reports may be accessed [here](#).

The Study 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. To understand better the intricacies of the interactions

between state prohibitions, federal requirements, and UC's stated goals, UCAAD met with the Office of General Counsel in addition to its regular consultants. The committee will follow closely implementation of the remediation efforts recommended by the various groups.

Implementation of Modifications to APM 210, 240 and 245

UCAAD continued to discuss the implementation of the diversity revisions to APM sections 210, 240, and 245 originally proposed by UCAAD in 2004, which took effect in July 2005. UCAAD remains concerned that many faculty are still unaware of the modifications. Although some campuses have provided space on the Academic Biography and Bibliography forms (BioBib) – used by faculty to list scholarly and service activities and awards at the time of a promotion – for faculty to describe diversity-related scholarly, teaching, and service activities, members considered additional ways to publicize the changes and to monitor and evaluate the effectiveness of the implementation.

Additionally, members sought methods of educating their peers on recruitment and retention committees of the nature of unconscious biases, such as contrasting statements like “his work is well-focused” versus “her work is too narrow” at retreats or through bingo-type activities.

Systemwide Pay Equity Analysis

UCAAD joined its Office of the President (OP) Academic Advancement consultants in calling for a systemwide pay equity analysis. The effort, led by Vice Provost Nicholas Jewell, is to be the first universitywide 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 payroll and personnel data in translatable code, however, delayed completion of the project. Next year's UCAAD will continue to monitor both the analysis and its implications.

Proposed Amendment to SBL 140

UCAAD explored the possibility of changing its name and charge to more closely reflect the evolution of the concerns and topics it handles. Specifically, it was proposed to change “affirmative action” to “equity”. Although many campus offices and committees have undertaken similar actions, the results of a systemwide review of the proposed change were not favorable. UCAAD will revisit the possible amendment in 2008-09.

Other Issues and Business

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

- The rescission of Senate Regulation (SR) 458,
- Proposed amendments to SR 636,
- Both the original and the revised freshman eligibility proposals, and
- The Information Technology Guidance Committee report.

UCAAD also discussed ways to strengthen diversity language in graduate school applications and considered how changes to graduate school selection procedures and criteria could be used to diversify the pipeline.

UCAAD devoted a portion of each meeting to reports and updates from its members about issues facing local divisions and committees. These included discussion of 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.

Consultants and Guests:

UCAAD’s regular OP consultants, Vice Provost for Academic Advancement Nicholas Jewell, Assistant Vice Provost for Equity and Diversity Sheila O’Rourke, and Graduate Diversity Coordinator Susanne Kauer, were valuable assets to UCAAD. They provided the committee with data, consultation, and reports on numerous items and issues, including:

- The work of the Regents Study Groups on University Diversity
- 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
- Local conferences, summits, and symposiums addressing diversity

Finally, UCAAD wishes Vice Provost Jewell and Assistant Vice Provost O’Rourke much success in their respective returns to campus-based diversity advocacy.

Respectfully submitted,

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