

**UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY
(UCAAD)
2004-05 ANNUAL REPORT**

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Affirmative Action and Diversity met four times in Academic Year 2004-05 and held one additional conference call to conduct its business with respect to its duties outlined in Senate Bylaw 140. The issues that UCAAD considered this year are outlined briefly, as follows:

Report on Diversity in Graduate & Professional School Admissions:

UCAAD completed work on its *Addendum to the Report of the Task Force on Graduate and Professional School Admissions*, which it began in 2004, after Council Chair Pitts asked the committee to prepare a formal report and recommendation considering the problem of low minority enrollment in UC's graduate and professional schools. Over two meetings and one conference call, UCAAD finalized research into the issues it wanted to address, and then moved on to the organization of the report and supporting data. In addition, UCAAD asked the Coordinating Committee on Graduate Affairs for input into the "Guiding Principles" section of the *Addendum*, and CCGA's comments were integrated into the report. In January, UCAAD submitted the *Addendum* to Academic Council, and it was sent out for general review. Chair Frank joined Academic Council in June for a discussion of the report, and Council's comments were integrated into a final revised version. At its July meeting, Council received the final report and forwarded it to the Graduate Admissions Task Force.

Universitywide Statement on Diversity as Integral to Excellence:

The Committee wrote a Statement on Diversity that asserted the importance of diversity to the mission of the University of California. Committee members gathered ideas from various sources and conducted most of their discussions about the statement over email—reviewing multiple drafts and finally, voting on a final version. The statement defined diversity and connected it to excellence and UC's mission. A letter accompanying the statement foregrounded the reason for developing the statement, outlined the poor situation at UC in terms of diversity, and called for change. The statement and letter were sent to the Academic Council in May with a request that Council adopt the statement. Council received the statement and sent it out for Senatwide review.

Revisions to APM 210, 240 and 245 – Appointment and Promotion:

UCAAD's proposed revisions to APM 210, 240 and 245 were approved by Academic Council in spring 2004 and were sent out for formal review in fall 2004. Campus responses were positive, and President Dynes issued the revisions March 7, 2005. They took effect for all faculty on July 1, 2005. UCAAD devoted a portion of one meeting to discuss strategies for implementation – how to integrate the revisions into the culture of departments and CAPs so they would have a positive effect on personnel review actions. UCAAD noted that campus provosts, divisional senate offices, and local Senate

committees could all play a role in briefing faculty on the new policies. UCAAD's Committee Analyst also prepared an article about the changes, which appeared in the June issue of *The Senate Source*.

Recommendations for Local Diversity Committee Empowerment:

UCAAD developed a set of recommendations for local committees and campuses outlining the role of a strong campus diversity committee. The recommendations included giving local committees permanent representation on divisional Senate Councils or equivalent and for local committees to be consulted about diversity concerns in the following areas: departmental and administrative reviews and hires, program reviews, faculty and graduate student recruitment and retention programs and initiatives, campus medium and long-range planning efforts; and other Systemwide and campus-based initiatives related to diversity. The committee submitted the recommendations to Academic Council, which forwarded them to the campuses for review and comment. Council action was tabled until fall 2005 due to lack of divisional response.

Interactions with the University Committee on Academic Personnel:

In 2003, UCAAD and UCAP agreed that as a means of improving communication between the two committees, UCAAD's Chair would be invited to two UCAP meetings per year to discuss issues of mutual interest. This year, UCAAD's Chair and Vice Chair attended a portion of one UCAP meeting each, primarily during discussions of the faculty career database and Step V report. At year-end, advice was offered to UCAP about methodologies that could be used to extend the analysis of gender and ethnicity at the barrier step. It is expected that the two committees will continue to work together on issues of common interest, although UCAAD continues to support direct representation on Council for itself as the most useful and effective way to ensure that Council addresses diversity issues. UCAAD also believes it would be useful for UCAAD to interact with other committees and committee chairs when possible.

Other Issues and Additional Business:

UCAAD also submitted formal comments to Academic Council on the following:

- A Proposed Excess Units Fee
- Proposed revisions to APM Policies Related to Work and Family:

In addition to discussing and submitting official responses to senate issues, UCAAD devoted a portion of each regular meeting to reports and updates from its members about issues facing local divisions and committees. These included discussion of local search committee practices, local faculty hiring data, exit interviews and surveys, creation of and liaison with campus equity officers, recruitment practices, equity reviews and career reviews, and concerns about faculty enrichment; difficulties facing non-citizen faculty and their place in university definitions and concepts of diversity.

Consultants:

UCAAD's regular consultant was Executive Director of Academic Compliance Sheila O'Rourke. Director O'Rourke was a valuable asset to UCAAD. She provided the committee with data, consultation and reports on numerous items and issues, including:

- Data and statistics on faculty hiring and retention.
- University obligations and responsibilities for faculty and student affirmative action in relation to both Proposition 209 and Federal Affirmative Action Regulations.
- The rights of faculty or the public to request salary data.
- Career equity review procedures on the campuses.
- UC programs and fellowships that target diversity, including the President's Postdoctoral Fellowship Program.

UCAAD was also joined by the following UCOP guest consultants:

Winston Doby, Vice President, University Outreach, who joined the committee in October to update members on the current state of Academic Preparation programs at UC—in particular, efforts to increase eligibility and enrollment rates for underrepresented minority groups, low-income and first generation students.

Nina Robinson, Director of Student Academic Services

Director Robinson joined the December meeting to update UCAAD on a new research project to study African American access to the University.

Acknowledgements:

UCAAD occasionally consulted with Academic Council Chair George Blumenthal and Vice Chair Clifford Brunk on Academic Council business and with Academic Senate Executive Director Maria Bertero-Barceló on committee and administrative matters. UCAAD thanks Vivian Reznik (ACE Fellow, UCSD) for participating in a meeting. Special thanks to Michael LaBriola, UCAAD's Committee Analyst, for his assistance and guidance.

Respectfully submitted,

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Jonathan Manoaat (Graduate, UCR)	Michael LaBriola, Committee Analyst