

**UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY
(UCAAD)
2003-04 ANNUAL REPORT**

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Affirmative Action and Diversity met twice in Academic Year 2003-04 and held four conference calls 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:

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

UCAAD drafted revisions to three Academic Personnel Manual sections—210, 240 and 245. The committee recommended to Academic Council that these APM sections outlining rules for the evaluation and recognition of faculty, department chairs, and divisional deans be amended to include efforts that contribute to diversity—“to more explicitly include diversity activities as part of the measure of excellence in the University.”

In APM 210, which outlines criteria for the appointment, promotion and appraisal of faculty, UCAAD drafted language asking reviewing committees to specifically consider a candidate's contributions to a broad range of diversity efforts in teaching, research, and service. New language was also added to APM 245 requiring department chairs to submit an annual affirmative action plan, and to APM 240, asking deans and provosts to make a similar commitment to maintain a divisional affirmative action program.

UCAAD worked in conjunction with the University Committee on Academic Personnel and consulted with a UCAP subcommittee to fine-tune the final language.

Chair Frank and UCAP's Chair presented the revisions to the Academic Council in March. During the process of Council review, several committees and divisions suggested modifications, and in June, modified versions of the APM revisions passed Council unanimously and were forwarded to the Provost asking her to initiate a process of formal campus review.

The Budget Crisis and its Effect on Enrollment

UCAAD examined several of the alternatives the Senate and University were considering to respond to the budget crisis and the decision by the California legislature not to fund new enrollment growth at UC. In December, UCAAD submitted comments to Council recommending that the University pursue, above all, options that would have the least adverse effect on diversity and underrepresented student populations. UCAAD expressed strong support for the current system of comprehensive review; and opposition to lotteries, increases to faculty workload, fees, and the faculty-student ratio. Finally, the committee submitted its members' rankings of 17 options to limit enrollment, which were tabulated into a Senatwide “score card” aggregate total.

Report of the Professional Step System Task Force

UCAAD discussed the Step System Task Force Report in the context of its implications for diversity and equity. Members submitted comments to Council expressing concern about the apparent disproportionate number of women and underrepresented minorities

sitting at the barrier between step V and VI. UCAAD recommended that the problem warranted further study and asked that more satisfactory data be provided to the Academic Senate.

Report on Diversity in Graduate and Professional School Enrollment

Academic Council Chair Pitts asked UCAAD to consider the problem of low minority enrollment in UC's graduate and professional schools in a formal report and recommendation addressed to the graduate and professional schools. Committee members researched and shared campus best practices related to recruitment, admission and retention; the role of affirmative action officers. At the end of 2003-04, a draft of the report was pending.

Other Issues and Additional Business

In addition to discussing and submitting official responses to senate issues, UCAAD members discussed and reported on news and items of interest from campus 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. Members were also particularly concerned about the decimation of the Outreach budget and disappointing data related to faculty diversity. Finally, the committee endorsed a Senate bylaw change proposal to formally eliminate the University Committee on Student Affirmative Action—which has not operated for over 20 years—and include student diversity issues within the charge of UCAAD.

Committee Consultations and Acknowledgements:

UCAAD would like to extend thanks to UCOP consultant Sheila O'Rourke, Executive Director, Academic Compliance, who provided the committee with regular consultation, reports and data and briefed members 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.
- UC policies on conflicts of interest created by consensual relationships and on sexual harassment and procedures for responding to reports of sexual harassment.
- 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.
- President's Postdoctoral Fellowship Program.

In its research on the **Report on Diversity in Graduate and Professional School Enrollment**, Mark Westley, Director of Graduate Student Advancement provided the committee with important information and James Litrownik, Coordinator – Data Management Analysis, organized and prepared data for our use. UCAAD would like to thank them for their time and expertise.

Finally, UCAAD occasionally consulted with Academic Council Chair Lawrence Pitts and Vice Chair George Blumenthal on Academic Council business, and Academic Senate Executive Director Maria Bertero-Barceló on Committee and Senate office matters.

Respectfully submitted,

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