

**UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY (UCAAD)
2006-2007 ANNUAL REPORT**

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Affirmative Action and Diversity (UCAAD) met three times in Academic Year 2006-2007 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:

New Representation for UCAAD on Academic Council

Throughout the year, the UCAAD chair attended Academic Council meetings as a non-voting guest – a seat UCAAD was granted on an interim basis beginning in May 2006. In February, Council unanimously approved the addition of UCAAD as a permanent standing member, and in May, the Academic Assembly approved an amendment to Senate Bylaw 125 that codified the addition. UCAAD felt its presence as a standing committee would provide more knowledge, insight, and weight to diversity discussions and actions of the Council, and would also stimulate UCAAD to undertake helpful considerations or actions relevant to the Council in ways that might be missed if UCAAD was not present.

Implementation of the President's Task Force on Faculty Diversity

At the September Academic Council meeting, UCAAD Chair Basri asked President Dynes about the University's plans for implementing the recommendations of the President's Task Force on Faculty Diversity. The president responded that campuses were expected to submit a progress report at the end of the year, and that UCAAD's involvement in monitoring the implementation efforts would be welcome. In November, at the request of UCAAD and Senate Chair Oakley, Provost Hume asked each campus EVC to designate individuals in charge of coordinating the local implementation of the Task Force recommendations. Provost Hume also noted that UCAAD members were available to work with campus designees to determine how each of the specific recommendations for promoting and instituting change in the areas of Leadership, Academic Planning, Resource Allocation and Faculty Rewards, Faculty Recruitment and Retention, and Accountability would be put in place on the campuses.

In November, campus implementation coordinators met at UCOP to discuss progress with Chair Basri and Interim Director for Faculty Equity Programs Sharon Washington. Chair Basri and Interim Director Washington later sent letters to the coordinators asking that year-end implementation progress reports include details about specific goals, changes and new developments in the past year, as well as challenges, and accountability structures, along with a suggestion that UCAAD representatives were available as resources. UCAAD will consider the Task Force reports next year both for content and process. UCAAD also discussed faculty diversity in the Health Sciences with Interim Director Washington, who led an effort to replicate the report of the President's Diversity Task Force for faculty in the Health Sciences, in preparation for the May 18 Health Sciences Diversity Summit.

Regents' Study Group on University Diversity and Proposition 209

UCAAD Chair Basri co-chaired a work team of the Regents' Study Group on University Diversity assigned to consider faculty diversity. The Study Group was conducting a

comprehensive assessment of University diversity ten years after the passage of Proposition 209. Three other work teams were considering undergraduate student diversity, graduate and professional school diversity, and campus climate. UCAAD provided input into a draft presentation the work team was preparing for the May Regents meeting. UCAAD also discussed the relationship between Proposition 209 and Federal Affirmative Action regulations and strategies for employing Proposition 209's anti-discrimination standards to combat discrimination negatively affecting underrepresented minorities. Early in the year it was suggested that UCAAD, with the help of other systemwide Senate committees, coordinate a separate Senate study on Proposition 209, but UCAAD felt that there was enough faculty representation and expertise present on the Study Group to eliminate the need for an independent Senate analysis. UCAAD was looking forward to reviewing the report and recommendations of the Study Group and discussing their implementation.

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 was concerned that many faculty remained unaware of the modifications. Members considered new ways to publicize the changes and to monitor and evaluate the effectiveness of the implementation. UCAAD felt it would be useful for campuses to provide space on the Academic Biography and Bibliography form (BioBib) – used by faculty on some campuses 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. UCAP also suggested that CAPs could help draw awareness to the changes by communicating to department chairs the shift in emphasis and CAP's expectation that the diversity issues in the modifications would be addressed.

The Role of Diversity in Strategic Academic Plans, Program and Departmental Reviews

UCAAD discussed local efforts to include diversity language in guidelines for long-term academic planning, Organized Research Units Policies and Procedures Guide, members compared local policies governing campus program review protocols and the role of diversity and diversity committees in reviews. The Committee on the Status of Women and Ethnic Minorities (SWEM) at Berkeley successfully added language to the Berkeley Strategic Academic Plan requiring the consideration of diversity in all department and program reviews. SWEM now participates formally on all review committees for departments and programs, and a SWEM representative attends meetings of the external review committee. Chair Basri suggested that UCAAD forward a resolution to Council asking campuses to integrate the consideration of diversity issues and the participation of diversity committees into their academic plan and review process.

Faculty Diversity Officers

UCAAD learned about a new program at Berkeley instituting an expanded and upgraded role for Faculty Equity Advisors. Committee members researched the role of Equity Advisors (also known as Diversity Officers) on their campuses and considered the possibility of instituting a network of tenured faculty members with the responsibility for monitoring diversity efforts and sharing and disseminating best practices in each department. Chair Basri suggested that UCAAD define the ideal Equity Advisor model, draft a position description, and submit a resolution or recommendation to Academic Council next year that campuses adopt the model.

Other Issues and Additional Business

UCAAD also submitted formal comments on the following policy review issues:

- **The Intersegmental Committee of Academic Senates (ICAS) Proposed Resolution on the Proper Use of the California High School Exit Exam**
- **UCAP's Proposed Modifications to APM Policies 220-18b (4) Advancement to Step VI and Above Scale**
- **UCAP's report: "Synopsis of the Present Status of the UC Merit and Promotion System and Principles of and Policy Recommendations for UC Faculty Compensation"**
- **A Proposed Amendment to [Senate Bylaw 181](#) – Information Technology and Telecommunications Policy Committee**

In addition, UCAAD reviewed a set of draft systemwide planning documents issued by Provost Hume that summarized campus academic plans and identified themes common to all campuses. The Committee reviewed a request from the Legislative Analyst for feedback on a proposed bill establishing financial incentives for California public high schools that improved college-going rates. 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; leadership and mentoring programs for women and faculty of color; campus climate issues and climate surveys; and strategies for local committees wishing to secure representation on campus executive councils. The committee also discussed how campus websites could be used to create more visibility for diversity issues; campus accessibility and other disabilities community issues; fellowships targeting diverse groups interested in STEM fields; the establishment of special funds to bring more minority speakers to campus; admissions policy; difficulties recruiting faculty to Senate service; and general concerns over a lack of awareness of diversity on campus.

Student Representatives

The graduate student representative participated regularly in meetings. She reported on issues impacting diversity being discussed by her student colleagues, including the rising cost of graduate education and fee increases that impaired the ability of the University to recruit a diverse student body, as well as local and systemwide events for minority and women faculty and graduate students.

Consultants and Guests:

UCAAD's regular UCOP consultants, Interim Director for Faculty Equity Programs Sharon Washington 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 Group on University Diversity
- Data and statistics on faculty hiring and retention
- Graduate and professional student academic preparation educational outreach
- Grants and fellowship programs targeting the development of diversity in the Sciences
- Legal obligations and responsibilities for faculty and student diversity 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 targeting diversity, including the President's Postdoctoral Fellowship Program
- Local conferences, summits, and symposiums addressing diversity

Acting Assistant Vice President for Academic Advancement Sheila O'Rourke, also acted as an occasional consultant on specific issues.

In addition, UCAAD consulted occasionally with the Academic Council chair and vice chair on Academic Council business and with the Academic Senate executive director on committee and administrative matters.

Respectfully submitted,

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