

**UNIVERSITY COMMITTEE ON  
AFFIRMATIVE ACTION AND DIVERSITY (UCAAD)  
ANNUAL REPORT 2002-2003**

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

The University Committee on Affirmative Action and Diversity held three meetings during Academic Year 2002-03 to conduct its business with respect to its duties outlined in Senate Bylaw 140. The issues that were considered by UCAAD this year are outlined briefly, as follows:

**Unfinished Business from UCAAD 2001-02: Response to UC Admissions Initiatives.** UCAAD completed its review of a draft position on comprehensive review, Eligibility in a Local Context, and admissions testing, as outlined by the previous year's Committee.

**The President's Summit on Faculty Gender Equity.** The business of the Summit and the outcome report issued by UCOP subsequent to the Summit, *Report on the University of California President's Summit on Faculty Gender Equity Nov. 6-7, 2002* were highly relevant to Committee business and thus important topics for discussion at all three meetings. UCAAD's response on the Report to the Academic Council on 20 May 2003 strongly supported the spirit of the Report and its numerous recommendations. Further, UCAAD made two specific recommendations that it believed would further the goals expressed in the Report:

“• Implementation of the recommendations in the report will require continued attention to diversity issues throughout the many activities of the Senate. UCAAD is the arm of the Academic Senate whose duties center on considering the broader implications of policies that affect faculty affirmative action and diversity. Including the Chair of UCAAD as a member of the Academic Council would provide a coordinated perspective on these issues, and send a strong message that the Senate intends to assume leadership in addressing diversity.

- Relevant sections of the APM (e.g., 210, 245) should be modified to more explicitly include diversity activities as part of the measure of excellence in the University. UCAAD will forward, under separate cover, two specific recommendations in this regard. The Committee also urges that all relevant Senate Committees consider how they might also further this activity.”

UCAAD also commented on specific points in the Summit Report and, finally, applauded the intent and result of the Faculty Gender Equity Summit in addressing under representation of women as faculty and academic leaders. Most

importantly, UCAAD recommended that UCOP convene a similar Summit to consider minority faculty equity issues.

**Racial Privacy Initiative (RPI): Prohibition Against Classifying by Race by State and Other Public Entities/Classification by Race, Ethnicity, Color or National Origin (CRECNO).** UCAAD forwarded a statement on RPI to the Academic Council on 5 February 2003. UCAAD discussed UC compliance with existing Federal affirmative action regulations for qualification for Federal grants, contracts and other, and likely exemptions under RPI and also State collection of data for availability pools that provide racial breakdowns of a student body. UCAAD stated its concern that “forcing the University to cease to collect data on race and ethnicity of its applicants and admittees to UC campuses deprives the public of the information needed to assess fully the equitable operation of the mechanism that determines the makeup of the UC student body...” UCAAD also expressed its concern that passage of RPI would hamper UC research by having a chilling effect on faculty who value freedom of inquiry, and thus impact UC’s excellence. At a later meeting, Academic Council Chair Gayle Binion updated the Committee on CRECNO, formerly RPI, with respect to a unanimous vote of opposition to the initiative by the Academic Council, and its status as a Regents item.

**Proposed amendment to APM 015, the Faculty Code of Conduct (Faculty-Student Relations).** UCAAD’s response to Council on 12 May 2003 expressed support for developing a systemwide policy that addresses faculty-student relations, and included a recommendation to reverse the order of items listed under “Types of unacceptable conduct” to clarify a timing issue regarding potential future relationships. Members agreed on inappropriate and unacceptable conducts, but expressed a concern about whether and what sanction could be imposed in the breach of policy. An overriding concern was that unequal power relationships between faculty and students needed to be addressed.

**APM 245.** UCAAD recommended that relevant sections of APM 245 (and others related to academic administrators and other academic personnel) should be modified “to more explicitly include diversity activities as part of the measure of excellence in the University.” At its final meeting of the year, several members worked on possible wording and recommended that next year’s Committee follow up on this activity.

In addition to issues for which the Committee submitted official responses, members continued to discuss its document on Best Practices for Hiring and Retention, possible revisions and continuing updates and reports from campus committees related to campus practices. The Committee discussed Search Committee practices. UCAAD members provided campus reports from campus committees and brought items of interest from campus committees for

consultation with and advice from other members. These included discussion of exit interviews and surveys, creation of and liaison with campus equity officers, recruitment practices, equity reviews and career reviews, and concerns about faculty enrichment.

**Symposium on Academic Freedom.** UCAAD was represented at the Symposium held on June 11, 2003 by UCAAD Chair Deborah Nolan, Vice Chair Ross Frank and members Allan Stuart-Oaten and Katherine King.

**Additional business:** Apart from items and issues that closely follow the Committee's charges and duties, UCAAD was asked to review additional documents and deliberate on other matters:

**Proposed Revised Academic Policies APM 715—Family and Medical Leave, APM 740 Sabbatical Leave, and APM 390 Postdoctoral Scholars.** UCAAD responded to Council on 13 December 2002 that it had no objections to revisions proposed and noted no affirmative action concerns in the policies.

**Proposed revisions to APM 310, new draft APM 311 and technical changes to APM 620-14.** UCAAD responded to Council on 14 May 2003 that it found no affirmative action concerns or issues of special concern to UCAAD in the policies, and therefore had no comment on these.

**California Master Plan for Education.** UCAAD received the *Report of the Joint Committee to Develop a Master Plan for Education*, did not find any affirmative action or diversity concerns, and chose not to submit a response.

**UCAAD Representation:**

UCAAD was represented on additional Committees, Task Forces and Work Groups this year, including: the Symposium on Academic Freedom, the President's Gender Equity Summit. UCAAD Chair Nolan served on the Step VI Task Force.

**Committee Consultations and Acknowledgements:**

The Committee benefited from the regular consultation, reports and data received from UCOP consultant Sheila O'Rourke, Executive Director, Academic Compliance, who briefed the committee on numerous items and issues, including the following:

- President's Summit on Faculty Gender Equity
- Gender Equity Hearings in Sacramento
- Faculty-Student Relations/Sexual Liaison Policies from Higher Education Institutions
- American Council on Education National Conferences on African-American and Chicano-Latino Issues

- Faculty Enrichment Program
- President's Postdoctoral Fellowship Program
- Audit issues regarding gender disparity
- Data and statistics on faculty hiring and retention

UCAAD also consulted with Academic Council Chair Gayle Binion on Academic Council business, and Academic Council Executive Director Maria Bertero-Barcelo on Committee and Senate office matters. UCAAD thanks Professors Clara Chu (LA), Douglas Haynes (I), Octavia Plesh (SF), and Maria Charles (SD), who served as alternates for Divisional representatives.

Respectfully submitted,

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