

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY ANNUAL REPORT 2008-2009

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Affirmative Action and Diversity (UCAAD) met four times in the 2008-2009 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. This year was the second full year of membership for UCAAD on the Academic Council. In February 2007, the 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 Francis Lu noted that his participation on the Council stimulated greater consideration of diversity-related aspects of Senate business. A summary of the committee's work is below:

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 Vice Chair M. Ines Boechat (UCLA). UCAAD will continue to monitor implementation of the final report's recommendations.

Francis Lu, Chairperson of UCAAD, was added to the Diversity Implementation Committee as the representative of the Academic Senate with the support of the Academic Council. In this capacity, he provided UCAAD input concerning the Diversity Accountability Framework, the Diversity Data Collection, and the UCOP Diversity Coordinator job description. With the support of the Chair of the Academic Council, he was added to the search committee for this position and participated in the interviews and final recommendation. Chair Lu also provided the Committee with a document completed at UCSF that utilized the 2002 UC Affirmative Action Guidelines for Faculty Recruitment and Retention to provide action steps to implement the 2006 changes in APM 210, 240 and 245 concerning diversity. (See Appendix 1)

UCAAD met with Interim Provost Pitts on April 23, 2009, to discuss the status of diversity at UCOP and UC in preparation for the September 2009 report to the Regents on diversity. At his request, UCAAD provided in a subsequent communication a list of process measures for jumpstarting diversity at UC. (See Appendix 2)

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; graduate and professional school diversity; undergraduate diversity; staff diversity; and campus climate. The

work 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 conferred 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.

President Yudof's Revised Accountability Framework Report

In September, President Yudof released his draft accountability framework, including a 200-plus-page draft of selected indicators to report on UC performance. Members were asked to consider the extent to which previous input from UCAAD was reflected in the revised report and accompanying materials. UCAAD members reviewed the revised indicators and provided a detailed listing of its comments some of which were reflected in the revised draft.

Advocacy for Staffing at UCOP Responsible for Diversity Activities

UCAAD advocated for staffing at UCOP responsible for diversity activities through action items to the Academic Council, which were passed. This was important in the time of reorganization of UCOP.

Gender Identity and Sexual Orientation Modifications to the UC Diversity Statement, APM, and Senate By-Laws

UCAAD initiated action items that both included "Gender identity" in the UC Diversity Statement and made modifications in the APM and Senate By-Laws that updated sections to include gender identity and sexual orientation consistent with UC nondiscrimination policy cited in APM 035. Shane Snowden, Director of LGBT Resource Center at UCSF, provided invaluable technical support. The Academic Council subsequently supported these action items.

Implementation of Modifications to APMs 210/240/245

UCAAD continued to discuss the implementation of the diversity revisions to APM sections 210/240/245 originally proposed by UCAAD in 2004, which took effect in July 2005. UCAAD considered 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. Members considered the extent to which a model for monitoring the implementation of UC Affirmative Action Guidelines for Recruitment and Retention of Faculty developed by UCSF in 2002 could be modified and adopted by UCAAD to serve as the model for the UC system. The committee discussed various models for engaging the campuses in a discussion of models; the need for local CAPs to educate their EVCs; varying levels of responsibility for faculty, campus, school, department levels (members recommended unbundling of the levels); and methods and tools in use at some campuses, e.g., diversity questionnaires; action step templates. UCAAD with the support of the Academic Council was also successful in recommending that the term "affirmative action" be retained in proposed changes to APM 240, which occurred in the final draft.

Systemwide Pay Equity Analysis

In 2007-08, UCAAD, in conjunction with Academic Advancement consultants initiated work on a system-wide pay equity analysis. The effort, led by Vice Provost Nicholas Jewell, was to be the first UC-wide 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 and translatable payroll and personnel data, however, coupled with the departure of Vice Provost Jewell in fall 2008, have delayed any further work on the project. Next year's UCAAD will continue to monitor both the analysis and its implications and advocate for critical support from UCOP's Institutional Research and Communications unit for moving the project forward.

Proposed Amendment to Senate Bylaw 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 replace the term *affirmative action* with the word *equity*. Although many campus offices and committees have undertaken similar measures, the results of a system-wide review of the proposed change were not favorable. Ultimately, UCAAD members unanimously voted to recommend to Council that the committee's name be changed to *University Committee on Affirmative Action, Diversity and Equity* (UCAADE). This action item was presented to the Academic Council, but a request was made for a follow-up action item that specifies the exact change in the Senate Bylaws.

Other Issues and Business

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

- NSF's suppression of race and gender data in the annual Survey of Earned Doctorates: With Academic Council support, a communication was sent to the NSF, which subsequently reversed its proposed change;
- Dependent care expenses for academic meetings to which Council approved sending APM 669 for systemwide review once formally issued by Academic Advancement;
- Both the original and the revised Freshman Eligibility proposals from BOARS;
- Report of the Subcommittee on the Professional Doctorate of the UC task force on Planning for Professional and Doctoral Education (PDPE);
- Senate task force on Academic Senate Membership;
- UC Staff Diversity Council Report;
- Proposed Amendment to Standing Order 100.4 – Duties of the President; and
- Review of the proposed Furlough/Salary Reduction Plan options.

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

Suggested Agenda for the 2009-2010 Academic Year

- 1) Establish liaison with the UCOP Diversity Coordinator, who will report to Interim Provost Larry Pitts;
- 2) Continue liaison with the Diversity Implementation Committee that will be coordinated by the UCOP Diversity Coordinator;
- 3) Monitor the September Regents meeting where the Annual Report on Diversity will be presented for their input. Follow-up on their recommendations as well as provide UCAAD input;
- 4) Revive the Pay Equity Analysis study;
- 5) Review the Health Sciences Faculty Diversity Report;

- 6) Re-submit action item about the name change of the committee;
- 7) Review and revise with UCOP the 2002 UCOP Affirmative Action Guidelines for Faculty Recruitment and Retention to include changes such as the UC Diversity Statement and changes to APMs 210, 240 and 245;
- 8) Continue monitoring and encouraging ways to implement changes to APMs 210, 240 and 245 with regard to diversity liaison with UCAP; and
- 9) Continue ongoing efforts to include in the work of the committee all aspects of diversity as defined by the UC Diversity Statement.

Acknowledgements

UCAAD is grateful to have had valuable input from and exchange with these UCOP and campus consultants over the past year: Interim Provost Larry Pitts; former Vice Provost for Academic Advancement Nicholas Jewell; former Assistant Vice Provost for Equity and Diversity Sheila O'Rourke; former Director Graduate Student Advancement Mark Wesyle; former Graduate Diversity Coordinator Susanne Kauer; Special Assistant to the Provost and Diversity Project Coordinator Jan Corlett; Interim Executive Director Academic Personnel Pat Price; Associate Director of Administration Academic Affairs Trish Hare; and Director of LGBT Resource Center Shane Snowden (UCSF). They provided the committee with data, consultation and reports on numerous items and issues, including:

- The work of the Regent's 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; and
- Local conferences, summits, and symposiums addressing diversity.

The committee also thanks the numerous faculty members who, as alternates, kindly represented their respective campuses at UCAAD meetings throughout the year. 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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Eric Zárate (Committee Analyst)

**UCSB representative was not appointed in 2008-09*