

**UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY (UCAAD)  
ANNUAL REPORT, 1999-2000**

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

The University Committee on Affirmative Action and Diversity met twice this academic year supplemented by e-mail consultations. At the February 14 meeting, the divisional representatives reported on local campus issues and concerns and the Committee then developed an agenda on the kinds of recommendations it would make to the Academic Senate. At the May 1 meeting, status reports on the agreed upon UCAAD recommendations were presented. During the afternoon, UCAAD participated in a joint session with approximately 25 University administrators to explore legal strategies for increasing faculty diversity at UC.

**Campus Reports.** Campus reports revealed that a major problem for many of the divisional committees is that they are either marginalized or altogether invisible. Part of the reason is that, in this post-209 climate, the attitude on the campuses is that affirmative action is out-moded and defunct. Another reason for lack of visibility is that on some of the campuses there are so many committees dealing with diversity issues that the agenda of the AA&D Committees is lost. A third reason is the restructure of senate committees where the AA&D Committees are folded in with other committees, as recently occurred at UC Irvine. UC Santa Cruz stood out as a campus where the AA&D had a strong voice and was well integrated into the administrative structure. It also has the best track record for hiring under-represented minorities. Some of the other areas reported as focus issues for campus AA&D Committees included increasing the responses to the call for the Faculty Career Development Program, having more diverse representation on senate committees, providing faculty rewards for outreach and mentoring, having an additional level of review for tenure cases where bias may be a factor, using search waivers to help promote diversity on campuses, and developing a pipeline to enhance diversity hiring pools.

**Science Policy Forum Paper.** Following his campus report, Professor James Carey, UC Davis, proposed that the UCAAD co-author a Policy Forum paper for *Science* with the President, Academic Council Chair, and the Executive Director for Academic Compliance on diversity in academia. The paper would show that the disjunction between state demographics and the composition of UC faculty would take many years to rectify. Using data readily available from the systemwide Department of Academic Advancement, it would contain descriptive statistics, policy concepts of hiring, projections, and recommendations. The idea was endorsed enthusiastically by the Committee. Following several brainstorming sessions with the UCAAD, during both the February and May meetings, a subcommittee composed of Professors Carmen Portillo and Sharon Farmer, the Chair and Vice Chair of UCAAD, Professor Lawrence Coleman, Chair of the Academic Council, and Professor James Carey convened for a day-long meeting to begin drafting the paper. The proposed title of the paper is, "Towards a Diverse Faculty in the 21<sup>st</sup> Century: Policy Options and their Long-term Consequences at the University of California," and the goal is to have it published in *Science* by the fall of this year.

**UCAAD Actions.** Based on the campus reports, reports from the Office of Academic Compliance, and Committee discussions, UCAAD took the following actions:

- 1) To help ensure the autonomy of the Divisional AA&Ds, a letter was sent to the Academic Council Chair with the recommendation that, in the event of the restructuring of Academic Senate Committees on UC campuses, the Affirmative Action and Diversity Committees should be maintained as separate committees in the new structure. The Council Chair was asked to forward UCAAD's recommendation to the Divisional Chairs.
- 2) To partially address the marginalization experienced by many of the campus AA&Ds, a letter was sent to the Academic Council Chair requesting that UCAAD be granted permanent membership on the Systemwide Academic Council. A similar request will be made to the Divisional Academic Councils, by local AA&D Committees. During this period of accelerated faculty hiring, representation from UCAAD would ensure that affirmative action and diversity issues remain at the forefront of decision-making.
- 3) To foster the integration of the diversity issue at the faculty level, the APM 210-1 on Merit and Promotion was redrafted to include criteria that would take into account the extent to which candidates contribute to the diversity and excellence of the academic community through their research, teaching, and/or service. The proposal was presented to UCAP members, for comment, at their June meeting. Their recommended changes were incorporated and the proposal was forwarded to the Academic Council Chair, with a request that it be presented to the members of the Council during their July meeting.
- 4) In addition, language is currently being drafted that would: 1) emphasize diversity and affirmative action initiatives in the "Target of Excellence" policy; 2) change the APM criterion for under-represented minority candidates wishing a second review who are denied reappointment or promotion; 3) change the selection criteria for Faculty Career Development Programs in order to enhance the candidate pool; and 4) make departmental FTE allocations partially dependent upon current efforts in the unit to promote diversity.
- 5) A subcommittee of the UCAAD is currently writing a paper for *Science Forum* on the policy options for diverse faculty in the 21<sup>st</sup> Century. While the paper will have an impact for the University of California generally, it will also raise the profile and status of the UCAAD Committees, both systemwide and on the campuses.

**Joint Meeting on Increasing Faculty Diversity.** The UCAAD joined the UC Administrators on Faculty Affirmative Action in a meeting at the University of California Office of the President, on May 1, to discuss the priorities and form an action plan for faculty affirmative action at UC, both at the campus and systemwide levels. Sheila O'Rourke, Executive Director of Academic Compliance, presided at the meeting, which was attended by approximately 40 participants representing the UC campuses and systemwide administration. The discussion was both lively and productive, and yielded a number of legal strategies for increasing faculty diversity. These included:

- Make academic administration accountable at all levels for affirmative action efforts
- Provide financial incentives to departments and divisions for effective good faith efforts to promote faculty and campus diversity
- Collect, analyze and distribute information about the nature of the problem
- Examine hiring practices too optimize diversity
- Conduct affirmative action training programs for deans, chairs, and search committees
- Value diversity by valuing research, service and teaching that contributes to the diversity academic community
- Make efforts to identify and plug “leaks” in the pipeline
- Enforce existing non-discrimination policies in academic personnel
- Sponsor regular efforts to promote a welcoming campus climate
- Participate in systemwide efforts to promote faculty diversity

**Recommendations.** The recommendations below are based on the belief that UCAAD can continue to be instrumental and effective by focusing present efforts on that aspect of its charge related to assisting divisional representatives on their own respective campuses.

- (1) UCAAD should continue to meet no less than twice a year and be ensured adequate staff support for conducting its work. It should also encourage at least a two-year commitment from Divisional representatives.
- (2) There continues to be a need for continuity from one year to the next, and various ways of ensuring continuity should be explored and proposed to Academic Council Chair.
- (3) A memo from the Chair of UCAAD should be sent to each Divisional representative in the Fall and suggest developing an action plan with their campus affirmative action/diversity offices. This effort may build better alliances between Affirmative Action officers and Divisional representatives.
- (4) UCAAD should follow-up and determine the outcome on each of the 5 actions taken in 1999-2000.

**Respectfully Submitted:**

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