

**University Committee on Affirmative Action, Diversity, and Equity
(UCAADE)
Annual Report 2015-16**

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

In November, 2015, the Academic Council approved a proposal from the University Committee on Affirmative Action and Diversity to add the word “Equity” to the name of the committee. The change reflects the broader scope of issues that UCAADE has addressed in the past several years.

The University Committee on Affirmative Action, Diversity, and Equity (UCAADE) met three times in person and once via teleconference during the 2015-16 academic year. In accordance with its duties as outlined in Senate Bylaw 140, UCAADE consulted on policies bearing on affirmative action, diversity, and equity for academic personnel, students, and academic programs. Highlights of the committee’s discussions and actions are described below.

President’s Postdoctoral Fellowship Program

In October, the new director of the President’s Postdoctoral Fellowship Program, Dr. Mark Lawson, joined the committee to discuss the PFP and the Campus Chancellor’s Fellowship Programs. Dr. Lawson listened to the concerns of the committee and will continue to consult and work with UCAADE.

At the fall and winter meetings, Vice Provost Susan Carlson updated the committee on a presidential initiative associated with the PFP that offered support for start-up costs, hiring incentives, and an interactive training program for deans and department chairs. The training included an innovative interactive theater portion that provided deeper engagement on issues of diversity and equity for those who attended. VP Carlson’s office is following up with participants, but the immediate feedback was very positive. The theater presentation was videotaped, and there is a small group working on how to continue the training via video. The impression is that, while video is good, a live person is needed to facilitate discussion. Some of the most successful aspects of these sessions were the discussions after the presentation.

Relatedly, UCAADE prepared a memorandum with recommendations for standardizing the appointment process for faculty hires via the UC President’s Postdoctoral Fellows and Campus Chancellor’s Fellows Programs. The memo was sent to the Academic Council in January. The recommendations were unanimously approved by Council and forwarded to Provost Aimée Dorr for distribution to campuses. On July 12, 2016, Provost Dorr sent the report to campuses along with an accompanying memo conveying her own support and encouragement for reviewing the effectiveness of current hiring practices and adopting new practices to increase the hiring of underrepresented minority faculty members at UC per UCAADEs recommendations.

Search Waivers

The committee discussed search waivers in the context of the PFP and in general as a tool for diversifying the faculty. In the spring, UCAADE, along with other Senate committees, reviewed “Guiding Principles: Search Waivers for Academic Appointees at the University of

California.” The guidelines were prepared by the Academic Personnel Directors to bring consistency to the provision of search waivers on campuses; rules for exceptions to open searches are not always clear, and vary from campus to campus. The document called out PFPF as an appropriate use of the waivers.

UCAADE is concerned that the UC faculty is becoming less diverse. Despite the existence of campus administrative positions and programs that focus on diversity, it can still be very difficult to hire underrepresented minorities and women within the existing hiring structures. The traditional hiring processes are not generating the critical mass of underrepresented minorities in faculty positions needed to address campus climate issues and create a more inclusive environment. Search waivers are one tool that can be used. UCAADE members noted that local committees on diversity can work with their EVCs or other campus officials on promoting search waivers when appropriate.

Salary Equity Studies

UCAADE reviewed the final Faculty Salary Equity Studies Report from Academic Personnel and Programs that summarizes the campuses’ studies. UCAADE found variations in the findings from the campuses due to the different ways the studies were implemented. UCAADE is interested in whether information can be provided consistently for all the campuses going forward, as well as the plans for equity adjustment based on the findings. In the spring, the committee drafted a memo with suggestions for future faculty salary equity analyses. The memo will be circulated for further review and additional perspectives before it is finalized and sent to Academic Council in the fall.

Anti-discrimination policies

In the spring, a UCAADE subcommittee looked into UC’s anti-discrimination policies. The group started with the compilation of discrimination-related policies related to sexual harassment that was prepared in support of the Joint Committee of the Administration and the Senate on Faculty Discipline. Subcommittee members reviewed the policies and jointly came up with a few potential areas to pursue, including time limits for reporting grievances, differences in accountability/procedures for sexual harassment and discrimination violations, follow-up on the Moreno Report recommendations (January 2014), and attention to campus climate. The subcommittee will continue to consult with experts, with the goal of having a memo ready to share with the full UCAADE and local committees on diversity in fall 2016.

Other Topics

NSF Grant on STEM faculty recruitment: UCAADE received regular briefings from the Office of Academic Personnel and Programs, including an introduction to an NSF grant on recruiting STEM faculty called “Evaluating Equity in Faculty Recruitment” that is being led by researchers from Davis and Berkeley. It is intended as a “systematic analysis of the faculty hiring process at research-intensive universities” and will use data from UC Recruit, which is the best data set that exists on faculty recruitment.

Faculty Exit Survey: UCAADE also received regular updates on the Faculty Exit Survey pilot study that includes six UC campuses and a research partnership with Harvard’s Collaborative on Academic Careers in Higher Education (COACHE). COACHE Director and Principal Investigator Kiernan Mathews joined the UCAADE videoconference in June to describe the data and preliminary findings of the survey. A report due this summer will provide aggregate data on

why faculty leave the employment of the university or choose to stay. The goal is to understand causes and patterns of faculty mobility, including faculty who were retained.

Diversity and Engagement: In April, Vice Provost Yvette Gullatt attended the UCAADE meeting to talk about her role as the Chief Outreach Officer for UC who is responsible for providing education, training, and working on issues related to the K-12 and community college pipeline. VP Gullatt noted that some of President Napolitano’s initiatives focus on diversity issues, which helps to bring attention and funding to the area. The Vice Provost clarified that accountability and responsibility for diversity on the campuses resides with the chancellors, deans, and department chairs. Everyone has to work within existing structures that may impact faculty diversity. Programs like PFPF and UC-HBCU are seen to work well, but they are relatively small. UCAADE agreed that clarity about existing programs and more incentives are needed; deans and chairs need to know what they can do and what is expected. Departments that make an effort are generally successful at diversifying, but sometimes more pressure at the department level is needed.

At the January UCAADE meeting, members learned about the Office of General Counsel’s Proposition 209 Guidelines (“Guidelines For Addressing Race and Gender Equity In Academic Programs in Compliance with Proposition 209”) that was published in July, 2015. UCAADE recommended wide distribution of the guidelines, including sending them to every search committee chair and Faculty Equity Advisor, as well as a one-page summary for all search committee members. Vice Provost Gullatt’s office may be able to facilitate disseminating the guidelines to local offices for Equity and Inclusion.

Systemwide issues and campus reports

UCAADE devoted part of each meeting to reports on topics from individual campuses and discussing systemwide issues as reported by Academic Senate leadership.

Reports and Recommendations

On January 6, 2016, UCAADE sent the letter and report, “Diversifying the faculty at the University of California: Standardization of the appointment process for faculty hires via the UC President’s Postdoctoral Fellows and Campus Chancellor’s Fellows Programs,” to Academic Council for transmittal to the Provost. Academic Council approved the report and sent it to Provost Dorr, who sent it to campuses on July 12, 2016.

In response to requests for formal comment from the Academic Council, UCAADE also opined on the following:

- Proposed Revised Policy on Sexual Violence and Sexual Harassment (October 26, 2016)
- Retirement Options Task Force Report (February 2, 2016)
- Proposed Revisions to APM Sections 278, 210-6, 279, 112 and New APM – 350 (June 15, 2016)

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General Counsel Karen Petrulakis, Senior Counsel Elisabeth Yap, Director of UC Berkeley's Office for Faculty Equity and Welfare Karie Frasch, and Harvard's COACHE Director Kiernan Mathews. The committee also thanks the faculty members who served as alternates during the year.

Respectfully submitted,
UCAADE 2015-16:

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