

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY, AND EQUITY

Notice of Meeting

Monday, January 25, 2016

Item

I. Chair's Report – Chair Colleen Clancy

- Welcome and agenda review
- Announcements
- Approval of the Agenda

II. Consultation with UCOP, Academic Personnel and Programs*Susan Carlson, Vice Provost**Amy K. Lee, Diversity, Labor and Employee Relations Director*

- President's Postdoctoral Fellows Program Initiative Report (attached)
- Online video training module adapted from the interactive theatre presentation in leadership seminar
- Faculty Exit Survey
- NSF Grant – Recruiting STEM Faculty: A Systemic Analysis of the Faculty Hiring Process at Research-Intensive Universities
- Search Waiver Guiding Principles

III. Consultation with Academic Senate Leadership*Jim Chalfant, Academic Council Vice Chair***IV. Retirement Options Task Force Report to the President**

The Report was released on January 15, 2016, for expedited systemwide review. Comments are due on February 5th.

V. Chair Reports and Campus Reports**V. Consultation with UCOP, Office of General Council***Karen Petrulakis, Chief Deputy General Council**Elisabeth Yap, Senior Counsel*

- Guidelines For Addressing Race and Gender Equity in Academic Programs in Compliance with Proposition 209

VI. UCAAD ongoing priorities for 2015-16

- Standardization of the appointment process for faculty hires via the UC President's Postdoctoral Fellows and Campus Chancellor's Fellows Programs
- UC President's Postdoctoral Fellows Program implementation on the Health System campuses
- Anti-discrimination policies
- Faculty Salary Equity Analysis
- Aligning administrative diversity initiatives with search committee activities: Search-committee training, development of campus equity advisor programs, use of Faculty Equity Advisors (FEAs)
- Inquiry into the links between total remuneration and diversity