

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

Minutes of Meeting**Thursday, January 14, 2010****10:00 a.m. – 4:00 p.m.****UCOP, 1111 Franklin Street, Oakland – Room 12322****Telephone: 510-987-9466**<http://www.universityofcalifornia.edu/senate/>**I. Chair's Report/Announcements/Updates – *Chair M. Ines Boechat***

- Introductions: Susan Kools (UCSF), Carla Freccero (UCSC)
- December 16 Academic Council: Council discussed various concerns regarding the Gould Commission including, principles of shared governance, diversity; timeframe, composition of working groups.
- Rescheduling of June 10 UCAAD Meeting: Chair Boechat polled members on two possible options: **May 27** or **June 17**.
- UCAAD Representative for April 28 Academic Council: Chair Boechat asked if there is a member available to attend in her stead. Susan Kools volunteered.

II. Consent Calendar

- Approval of the November 12 Meeting Minutes
- Approval of the Agenda

ACTION REQUESTED: Due to a computer mishap, approval of the minutes was postponed; the agenda was approved as noticed.

III. Announcements from the President's Office –

- *Pat Price, Interim Director, Academic Personnel*

Pat Price was not in attendance due to a previously scheduled engagement. Chair Boechat raised the issue of the Pay Equity Study and proposed that UCAAD work with former UCAAD chair, Pauline Yahr (UCI) to complete the work started by Nicholas Jewell. Members supported the proposal.

IV. Roundtable: Campus Updates – Committee Members

Members shared campus updates on diversity-related activities including: graduate applications, faculty hiring (utilization) of women and URMs, forms used for promotion and tenure review and other related efforts.

UCSC: Carla Fraccero reported changes to former Chief Diversity Officer on campus whose responsibilities have been split (one position for faculty and one for staff). The campus Committee on Affirmative Action and Diversity is very interested in specific language, templates it can provide to departments to aide with the implementation of APM 210. She also reported on the closing of the faculty/staff child care center and asked if UCAAD could adopt a principled statement regarding child care and forward to Council.

UCI: Raju Metharate reported that Faculty Welfare Committee has recommended revisions to faculty equity review process. Of these, CAP agreed to: addition of statement that outcome of review can result in a change in salary/step; and addition of clause that allows a candidate to cancel a review in process. The recommendations will next go to the local Senate for review. He also brought up for discussion from Sheila O'Rourke's article including elevating diversity to a "fourth category" in addition to teaching, research, public service (strong sentiment at UCI against doing so).

UCB: Meg Conkley reported on development grant-funded strategic plan for equity, inclusion and diversity; the first staff morale and climate survey; Berkeley Diversity Research Initiative; rates of progression junior faculty.

UCSF: Susan Kools reported on new campus leadership; the new Chancellor convened meeting of chairs of campus diversity-related initiatives. She is following up again this year with CAP on progress in implementing APM 210. This lead to a brief discussion of ways to assess progress without violating confidentiality. Meg Conkley noted effective practice at Berkeley of annual meeting with incoming and outgoing CAP chairs on diversity and faculty recruitment. At UCSF, bringing together departmental chairs that have done well in this regard with others who have not to share experiences and best practices has been somewhat effective.

UCSB: Beth Schneider reported virtual halt to faculty hiring; possible detrimental impact to the social sciences from the NSF AGEF initiative. She mentioned a LGBTQ campus climate study at UCSB for which she was the principal investigator.

V. Gould Commission on the Future: Access and Affordability Working Group – Chair Boechat

ISSUE: The Commission and its five working groups – on the size and shape of UC, its education and curriculum, access and affordability, and funding and research strategies – will meet through March 2010 to consider, among other issues:

- What is the right size and shape of the University going forward? Where should it grow, or should it?
- What educational delivery models will both maintain quality and improve efficiency for UC's future?
- How can UC maximize traditional and alternative revenue streams in support of its mission?

Regent Jesse M. Bernal and Chancellor Michael Drake (UCI) are Co-Chairs of the Access and Affordability Working Group.

DISCUSSION: Member Beth Schneider (UCSB) reported that the questions have since changed as reported by Regent Bernal and member Michael Brown in a recent presentation at UCSB. The revised list of issues will likely have more emphasis on undergraduate access and affordability; it will also reaffirm commitment to Master Plan.

New Item **Announcements from the Academic Senate – Harry Powell, Academic Council Chair and Dan Simmons, Academic Council Vice Chair**

Chair Powell was very heartened to learn of the governor's proposition on funding for public higher education in relation to funding for prisons; Chair Powell and Vice Chair Dan Simmons issued statement in support of the proposal. The critical issue for this year's budget is the restoration of last year's "one-time" cut which at this time is included but there is ways to go between now and June when the final budget is determined. Chair Powell discussed importance of advocacy efforts and key talking points. The Gould Commission on the Future next meets in March. The Commission's five working groups are hard at work; their recommendations are expected sometime in March/April. He also mentioned that ICAS will be looking at the health education side of education. Chair Boechat noted that this could be opportunity to also look at faculty and student diversity in the health sciences. Chair Boechat offered a heads up on forthcoming statement from UCAAD on the recent closure of faculty/staff child care at UCSC and the adverse impact on faculty recruitment and retention. Vice Chair Simmons suggested working with Faculty Welfare on joint statement. Chair Boechat asked if comment from UCAAD was needed on the Differential Fees Proposal. Chair Powell discussed flaws with proposal and that it is an issue that the Commission on the Future will consider.

VI. Impact of Newly-Adopted UC Freshman Admission Policy – Chair Boechat

ISSUE: In February 2009, the University of California adopted a new freshman eligibility policy designed to promote access and inclusion by encouraging more students to prepare themselves for college and apply to UC; by expanding the proportion of students guaranteed admission based on performance within their local high school context; and by eliminating the requirement that students take two SAT subject tests. The pool of potential applicants who would be reviewed under this policy, which will go into effect for fall 2012, would be significantly more diverse than the University's current eligibility pool. UC recently completed new analyses/simulation study of possible campus-level admissions outcomes. The analyses found that if the newly-adopted UC freshman admission policy had been in effect for the spring 2007 California public school high school graduating class, the number of African American admitted to UC would have dropped 27%; Asian Americans, nearly 12%; and Latinos, nearly 3%. These findings have raised concerns about the negative impact the new policy could have the overall percentage and number of UC-eligible African American, Asian American and Latino high school graduates admitted to UC.

DISCUSSION: Vice Chair Francis Lu provided an overview of the agenda item and how the issue came to his attention. Harry Powell clarified the Senate's customary chain of communication and noted that UCAAD is not compelled to respond to letters from external sources. He added that Francis may elect to respond independently to the letter. Chair Powell provided a brief history of the BOARS proposal. Recent simulations based on CPEC data have raised numerous concerns and questions. With regard to the issues raised in the letter addressed to Francis Lu from Patrick Hayashi, the simulations were not done earlier because the 2007 CPEC eligibility data was not yet available. Chair Powell suggested inviting the BOARS Chair to a future UCAAD meeting for further discussion. The Senate's position is to support the current proposal and continue to monitor the impact on diversity as the policy unfolds. Vice Chair Simmons noted other related issues that UCAAD may wish to explore. One member expressed concern that the "wait and see" approach to monitoring the impact of the policy does not offer timely redress to those students disadvantaged by the policy. Members asked what the University's response has been to concerns about the simulations.

VII. Continuation of Discussion on Evaluating Contributions to Diversity for Appointment and Promotion (APM 210) Guidelines for all Academic Disciplines – Chair Boechat

ISSUE: The University of California Academic Personnel Manual policy governing faculty appointment and advancement (APM 210) was amended effective July 2005 so that faculty contributions to diversity receive recognition and reward in the academic personnel process. At the last UCAAD meeting, Berkeley Vice Provost Sheila O'Rourke was instrumental in the development of the policy amendment in her previous Academic Advancement (UCOP) role, discussed the content of the document and led a discussion on how to put it into practice. Members will continue to discuss how to break out of the administrative inertia that surrounds this effort: a lack of institutional will or basic lack of understanding of how to implement the policy as well as other means to overcome key challenges, e.g., current procedures that could be modified as well as specifying mechanisms to monitor compliance or measure progress.

DISCUSSION: Vice Chair Lu suggested direct dialogue with local CAPs and UCAAD; Ines to send letter requesting practices in place on local campus with respect to APM 210; synthesize responses for use as a starting point for discussion on developing uniform practices for implementing systemwide.

VIII. Continuation of Discussion on First Annual UC President's Report to the Regents on Diversity – Vice Chair Francis Lu and Jan Corlett, Chief of Staff to the Provost

ISSUE: President Yudof presented the first ever UC President's Report on Diversity to the Regents at their Nov. 8-10 meeting at UCLA. At the last UCAAD meeting, Jan Corlett discussed with members the need for more faculty/staff metrics as well as a dedicated survey to measure campus climate for faculty/staff is needed. The metrics should be measureable and easily accessible. Members will continue discussion on metrics and specified outcomes for the report.

DISCUSSION: Jan Corlett announced that a Special Meeting on Student Life and Alumni Affairs at the next Regent's meeting will include a presentation on issues for LGBT undergraduate students. She noted that there are two diversity sub-reports forthcoming; a two-year cycle is proposed for the sub-reports; the September report would remain on an annual cycle. Chair Boechat asked for Jan's observations on the UCOP restructuring and its vision for the future. She described four core functions: support to the Regents; support to the President/day-to-day UCOP operations; support to campuses for academic initiatives; systemwide advocacy, compliance. Chair Boechat asked extent to which these reporting efforts will enhance uniformity/consistency of data collection from the campuses. Jan reported that the November presentation to the Regents went extremely well; report was well received by the Regents. In the absence of a UCOP Diversity Coordinator, Jan will be convening a UCOP workgroup to work on action items. Following up on the discussion with UCAAD last time about metrics, Jan asked if there has been any progress on coming up with medium-term indicators for campus CAPS to measure progress in diversity and faculty hiring.

XI. UC Staff Diversity Council Report – Vice Chair Lu

ISSUE: This report focuses on a broad range of staff diversity issues, including recruitment, retention and promotion, leadership commitment to staff diversity at each location, and systems for ensuring that best practices in support of staff diversity are woven throughout the fabric of the University. The full report is available online at [\[http://www.universityofcalifornia.edu/diversity/documents/ucsdc_report.pdf\]](http://www.universityofcalifornia.edu/diversity/documents/ucsdc_report.pdf).

DISCUSSION: Jan Corlett noted quality of staff data in report and discussed related issues such as faculty mentoring and academic “pipeline”. Efforts. Chair Lu asked about the structure of groups involved in the preparation of the annual September report (UCAAD has been involved in previous process). He also asked about the Health Sciences Diversity Report which is not included in the current report would be a timely topic for the September meeting.

X. New Business

Member Carla Fraccero (UCSC) noted there is some discussion at UCSC on the differential impact of budget cuts on parts of the University, e.g., impact on the humanities and the implications for faculty diversity, equity, retention, and recruitment and suggested that this may be an issue for members to watch on their campus.

Adjournment:

The meeting was adjourned at 3:47 p.m.

Attest: M. Ines Boechat, UCAAD Chair
Prepared by Eric Zárate, Committee Analyst