

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

Notice of Meeting

Thursday, January 12, 2012

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 Meg Conkey**

- Introductions
- December 14 Academic Council Meeting
- APM 670 – Health Sciences Compensation Plan Update
- APM 668 – Negotiated Salary Plan Update

II. Consent Calendar

- Approval of the Agenda
- Approval of the October 20, 2011 Meeting Minutes

ACTION REQUESTED: *Approve the agenda and minutes as noticed.*

III. Campus Responses to Salary Equity Study – Chair Conkey and Members

The Committee will discuss Divisional responses to the draft Salary Equity Study.

IV. Continuation of Discussion on Annual UC President's Report to the Regents on Diversity

–Diversity Coordinator Jesse Bernal

Provost Pitts has requested suggestions from the Academic Senate about specific actions and metrics that UC could initiate, at the campus or Systemwide level, to foster diversity and tolerance. Members will continue discussion on metrics and specified outcomes for the report.

ACTION REQUESTED: *Determine next steps.*

VII. Consultation with the Academic Senate Leadership –

Robert Anderson, Academic Council Chair

Robert Powell, Academic Council Vice Chair

Todd Giedt, Associate Director (Introduction to SharePoint)

Senate leaders will provide an overview of the policies, procedures, protocols, 2011-12 Senate priorities, and other generally helpful information for new committee members.

VIII. Allowing LGBT Applicants to Self-Identify on the UC Application

ACTION REQUESTED: *Compile comments for UCAAD response.*

IX. Roundtable: Campus Updates – Committee Members

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

XI. Announcements from the President's Office –

Vice Provost Susan Carlson, Academic Personnel

XII. Review of Bio Bib Forms and Revision of 2002 UCOP Guide to Recruitment and Retention of Faculty – Chair Conkey and Vice Provost Susan Carlson, Academic Personnel

The Committee will continue to discuss the revision of the guide and input from the campuses with the ultimate goal of creating a new document that is jointly authored by the Administration and the Senate in consultation with Academic Personnel. Members will also discuss current issues associated with Evaluating Contributions to Diversity for Appointment and Promotion (APM 210) guidelines including inquiries to UCAF suggesting that by specifying that credit be given to faculty who do work to better understand inequality and not to those who work on equality diminishes the value of these faculty members and potentially raises academic freedom issues.

XIII. New Business

UCAAD 2011-12 Remaining Meeting Schedule:

April 26, 2012 – iLinc
June 21, 2012 – Room 5320