

Minutes 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
- Campus Climate Survey Concerns

II. Consent Calendar

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

ACTION: The agenda was approved as modified; the minutes were approved as noticed.

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

The Committee discussed the Divisional responses and campus administrative comments to the draft Salary Equity Study.

Overarching concerns:

- Statistical validity of the methodology used
- Measures, units of analysis used (e.g. decanal units)
- Snapshot nature of the analysis, not a longitudinal study
- Absence of recommendations for next steps

Suggestions for going forward:

- Persuade local CAPS to systematically conduct an equity review for all women and URMs, (e.g., at the time of their next review)
- Disaggregating particular ethnic categories in future studies
- Include the Health Sciences salary equity for future study
- Underscore the need for the quality of data collected across the campuses; specify what future data is needed for longitudinal analysis, (e.g., Systemwide data on faculty hiring demographics)
- Recommend campus programmatic changes undertake such as Berkeley's Targeted Decoupling Initiative
- Direct campuses appropriately look at the issue of salary equity for women and URMs
- Develop a summary of the major themes, overarching concerns from the study in table format from the responses

Campus Responses to Salary Equity Study *(continued)*

- Issue a clear statement for UCAAD, (e.g., that UCAAD stands by the validity of the study and that the study provides a sufficient composite of the extent of the issue, (i.e. salary disparities among UC faculty) as well as an clear directive for campus decision-makers (Deans, Department Chairs to take appropriate actions to address the issues manifested by the study)
- UCAAD should carefully look at recommendations from the President’s Advisory Council on Campus Climate, Culture and Inclusion: Faculty Diversity Working Group’s recommendations for best practices for faculty diversity.

ACTION: Request that Academic Council postpone January discussion of the study and Council action defer action until its March meeting to allow UCAAD to prepare a response.

IV. Continuation of Discussion on Annual UC President’s Report to the Regents on Diversity *– Diversity Coordinator Jesse Bernal*

Jesse Bernal announced that Jan Corlett has accepted a new position in DANR; she will continue to be involved with the Campus Climate Study. He discussed format changes for the Accountability Sub-Report on Diversity, including the timing and reporting of required data and metrics and the campus climate assessment survey planned for later this year. Committee members shared reservations about the timing and utility of the climate survey. Additional concerns about the how to make the local work teams as inclusive as possible and with the survey templates were discussed.

V. Consultation with the Academic Senate Leadership – *Robert Anderson, Academic Council Chair and Todd Giedt, Associate Director (Introduction to SharePoint)*

Chair Bob Anderson discussed the Governor’s January budget and what it means for UC and possible consequences to diversity and access. Another major issue before Council is how to equitably allocate state funds to the campuses and associated policies, such as the amount of subsidies awarded for types of students, policies to guide the future growth of graduate students, and enrollment targets on each campus.

Assistant Director Todd Giedt provided an overview of the UCAAD SharePoint site and fielded questions from members. He also discussed a draft letter expressing the Academic Senate’s concerns over the **proposed child abuse mandated reporter legislation** (Assembly Bill 1434) and solicited comments from members on the wording of the letter.

VI. Allowing LGBT Applicants to Self-Identify on the UC Application – *Chair Conkey*

DISCUSSION: The Committee discussed the BOARS’ recommendations to Council on the recently signed Assembly Bill 620, which includes a request that UC provide the opportunity for its students, staff, and faculty to report their sexual orientation and gender identity on any forms used to collect demographic data. Some members agreed with the BOARS’ assessment on the appropriate venue for collecting this information, (i.e., the Statement of Intent to Register (SIR) form and other forms required of *admitted* and *enrolled* students as better alternative venues for collecting these data). Other members were not convinced by the arguments for not collecting this information on the application. The sticking point had to do with wanting to convey a message to LGBT applicants of inclusiveness that acknowledges the fluid nature of gender identity and sexual orientation for these students.

ACTION: UCAAD agreed to forward the above comments to Council.

VII. 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.

San Diego: Recruitment is underway to fill the new VC for Diversity, Equity and Inclusion position; increasing concerns on the impact of increasing non-resident students on diversity; repatriation of Native American remains a brewing issue.

VIII. Announcements from the President’s Office – Vice Provost Susan Carlson, Academic Personnel and Janet Lockwood, Manager, Academic Policy and Compensation

Vice Provost Susan Carlson provided an update on the Systemwide **NSF ADVANCE PAID Grant Program** that aims to leverage the 10-campus structure at UC to enable campuses to recruit, retain, and advance more women and under-represented minority women faculty in the fields of Science, Technology, Engineering, and Mathematics (STEM). She also noted an upcoming **Seminar: Designing, Collecting and Analyzing Data on the Faculty Recruitment Process** to be held on **February 8, 2012** at the Office of the President. The program and its “Recruitment Data Analysis Project” are focused on developing and analyzing a common data bank of information on faculty searches. The purpose of the project is to analyze search activity at key stages of the process to understand more about why women and under-represented minority hires continue to lag Ph.D. availability in the natural and behavioral sciences as well as in engineering and computer and information science. The February meeting, which is by invitation only, will include a detailed update on UC Recruit extension, discussion of Systemwide and campus-level distinctions that need to be considered in the development of a common database, exploration of other best practices on campuses that could be adapted to *UC Recruit*, and work on defining the standards for reporting formats. Program funds will provide travel costs for one campus representative, but campuses may elect to send up to three participants, with additional representatives funded at the campus level.

VP Carlson also reported that the President is working on the Administration’s response to the Salary Equity Study for Academic Council in time for the Jan. 25 Council meeting. She also discussed ongoing work on reforming the faculty salary scales, documenting Evaluating Contributions to Diversity for Appointment and Promotion. See link below for more information: <http://www.ucop.edu/acadpersonnel/documents/eval-contributions-diversity.pdf>.

The Committee also consulted with VP Carlson how best to encourage and help facilitate collaboration between the local CAP and Diversity committees on issues of mutual concern. Suggestions include developing a best practices list, e.g., joint CAP/Diversity meetings at least twice a year to discuss observations, trends, issues related to faculty equity and diversity.

IX. 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 continued 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.

X. New Business

- Annual meeting with UCAP Chair (invite **Katja Lindenberg** to June UCAAD meeting)
- Help the Provost prioritize the ±117 recommendations from the 2007 Regents' Diversity Study.

Adjournment:

The meeting was adjourned at 3:55 p.m.

Attest: Margaret Conkey, UCAAD Chair
Prepared by Eric Zárate, Committee Analyst

UCAAD 2011-12 Remaining Meeting Schedule:

April 26, 2012 – Room 5320

June 21, 2012 – iLinc