

## UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

## Notice of Meeting

Thursday, January 16, 2014

10:00 a.m. – 4:00 p.m.

UCOP, 1111 Franklin Street, Oakland – Room 11326

Primary Dial-In: 1-866-740-1260 | Passcode: 9879466

<http://www.universityofcalifornia.edu/senate/>**I. Chair's Report/Announcements/Updates – Chair Emily Roxworthy (UCSD)**

- Introductions
- Welcome new UCAAD Vice Chair David Lopez-Carr (UCSB)
- December 11, 2013 Academic Council Meeting
- End notes: October 25, 2013 UC ADVANCE PAID Roundtable (NSF-sponsored program designed to recruit, retain, and advance female faculty in the STEM fields)
- Report: UCAAD interim liaison to BOARS (*Emily Roxworthy*)
- Report: UCAAD liaison to CCGA (*Ivan Evans, UCSD*)

**II. Consent Calendar**

- Approval of the Agenda
- Approval of Meeting Minutes from October 10, 2013

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

**III. Campus Implementation of UCAAD's 2006 Recommendations for Local Diversity Committee Empowerment – Chair Roxworthy and Members**

*At its March 2006 meeting, the Academic Council considered UCAAD's Recommendations for Local Diversity Committee Empowerment and after a discussion of the divisional responses, voted to refer UCAAD's recommendations to the divisions for implementation. Members will revisit this historic recommendation that divisional AAD committees be brought actively into a wide variety of division and campus academic decision making in order to enhance the discussion consideration of diversity and equity on the campuses.*

**IV. Announcements from the President's Office –  
Vice Provost Susan Carlson, Academic Personnel**

**V. Review of the revised plans submitted by the campuses in response to the Pay Equity Study** – Chair Roxworthy and Vice Provost Susan Carlson, Academic Personnel

*Last year, along with UCAP and UCFW, UCAAD reviewed the Pay Equity Study Plans submitted by the campuses. Overall, members expressed surprise at the lack of data analysis and implementation strategies in most of the plans. The Academic Council, having received similar messages from the other two committees, wrote a letter to the Vice Provost suggesting that a set of metrics be developed that would provide a consistent approach and allow for comparative analysis. Members will discuss the intersection of these remediation plans with this year's Total Re-numeration Study.*

**ACTION REQUESTED:** Determine next steps.

**VI. Joint Senate-Administration Work Group regarding the “Moreno Report” that addressed incidents of ethnic and racial bias and discrimination affecting faculty at UCLA** – Chair Roxworthy and Members

*In October 2013, President Napolitano charged Provost Aimée Dorr and Academic Council Chair William Jacob with forming a joint Senate-Administration Work Group regarding the “Moreno Report” that addressed incidents of ethnic and racial bias and discrimination affecting faculty at UCLA. The report was submitted to the President on December 23 in accord with her deadline for submission by the end of the calendar year. Committee member Amani Jhuri-Neter represented UCAAD on the eight-member Work Group.*

**ACTION REQUESTED:** Determine next steps.

**VII. Review of 2012-13 Divisional Diversity Committee Annual Reports** – Chair Roxworthy and Members

*Chair Roxworthy will discuss with members the Divisional Diversity Committee Annual Reports, each of which captures the major objectives undertaken on each campus with respect to diversity and highlights the committee's major accomplishments and disposition of various issues from 2012-13. (Presidential communications of interest to UCAAD*

**VIII. Consultation with the Academic Senate Leadership** –  
William Jacob, Academic Council Chair  
Mary Gilly, Academic Council Vice Chair

**IX. President's Initiative – President's Postdoctoral Fellowship Program (PPFP) – Chair Roxworthy and Members**

*The President's Postdoctoral Fellowship Program (PPFP) supports new scholars in all fields whose teaching, research, and service contribute to UC's mission to serve the needs of our increasingly diverse state, nation, and world. The goal of this Initiative is to increase the hiring of President's Postdoctoral Fellows into the UC ladder-rank faculty, after the completion of their fellowship. In addition to the support for the Hiring Incentive and partial start-up costs in some fields, the President's initiative includes funds to support the PPFP fellows and new faculty who were PPFP fellows in their new department environments. A total of \$475,000 will support additional mentoring and training as follows:*

- ***Programming for mentors and chairs.*** *During a three-year period, the Initiative will sponsor seminars to educate mentors and department chairs of new PPFP fellows and former PPFP fellows who are new faculty hires about the special challenges faced by many fellows and faculty of color or female sex; seminars will focus on implicit biases, sub-cultural differences, and the role of departmental practices and cultures in academic success. Executive Vice Chancellors and Deans will encourage participation by faculty mentors and chairs; funds will support administration of the seminars, including support for speakers and facilitators with research expertise in academic cultures, and travel for participants. The first seminar will be planned in early 2014 and offered in fall 2014. Seminars will be offered twice annually, alternating between north and south locations. Funds should support four to six seminars.*
- ***Professional support for current fellows and for former fellows in new faculty roles.*** *In addition to current PPFP retreats that support professional development, funds will support access to new resources for fellows and new faculty. Vice Provost Susan Carlson and Director Sheila O'Rourke are currently discussing a systemwide membership for UC in organizations that provide such professional development support.*

*Development of this professional support and training will be coordinated by Vice Provost Carlson and Director O'Rourke with advice from the Chair of the PPFP Advisory Board and the Chair of the University Committee on Affirmative Action and Diversity (UCAAD).*

**ACTION REQUESTED:** *Determine next steps.*

**X. Consultation with UCAP on Proposed Changes to APM 210-1.d and Preparation by UCAAD of a Senate-issued White Paper – Chair Roxworthy and Members**

*Last year, UCAAD and UCAP worked together to improve the efficacy of APM 210.1.d. This discussion was an outgrowth of complaints from several faculty members who argued that research in diversity is not given the same value as other types of research at UC. After extensive back-and-forth, the committees agreed on the language except for one specific aspect hence each committee submitted its own verbiage to the Academic Council. The Academic Council then reviewed both languages and was able to reach a consensus. The new language of APM 210.1-d was then forwarded to Vice Provost Carlson for her consideration to send the new APM 210.1-d out for review by the divisions the coming year. UCAAD also felt strongly that the change to APM 210.1.d should be substantiated by a white paper that would underscore the importance of contributions to diversity. UCAP was approached by UCAAD to co-author such a paper, but declined. Instead, UCAAD authored a contextualization document that was amended by UCAP and forwarded to Provost Carlson earlier this month.*

**XII. Recent Presidential Communications of Interest to UCAAD – Chair Roxworthy and Members**

*In recent months, the President has been received numerous posing recommendations for enhancing faculty diversity across the UC system. Many of the recommendations put dovetail with issues we have been discussing at UCAAD meetings for a number of years. Likewise, the two aforementioned Presidential Initiatives mentioned both list UCAAD as lead Senate committee for analysis and implementation.*

**XIII. Roundtable: Campus Updates – Committee Members**

*Members will share campus updates on diversity-related activities including anticipated issues and initiatives from their respective campus.*

**UCAAD 2013-14 Remaining Meeting Schedule:**

April 18, 2014 – Room 5320

June 20, 2014 – Room 5320