

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

Minutes of Meeting
Thursday, April 8, 2010
10:00 a.m. – 4:00 p.m.

UCOP, 1111 Franklin Street, Oakland – Room 5320

Telephone: 510-987-9466

<http://www.universityofcalifornia.edu/senate/>

I. Chair's Report/Announcements/Updates – *Chair M. Ines Boechat*

- March 31, April 7 Academic Council Meetings
- Rescheduled June 10 UCAAD Meeting (new date May 27)

II. Consent Calendar

- Approval of the November 12 and January 14 Meeting Minutes
- Approval of the Agenda

ACTION: The minutes and agenda were approved as modified.

III. Announcements from the President's Office –

- *Pat Price, Academic Personnel*

Pat Price was not in attendance.

IV. 2007 UC Faculty Salary Equity Study – *Chair Boechat*

ISSUE: Consultation with Emerita Professor Pauline Yahr, who has agreed to work with the Academic Personnel Office on completing the 2007 UC Faculty Salary Equity Study.

DISCUSSION: Chair Boechat provided a brief history of the study and noted that UCOC approval is pending. Prof. Pauline Yahr noted that at UCI, the faculty committee reviewed the methodology and staff conducted the analysis. Chair Harry Powell volunteered to help expedite the UCOC approval process and send a letter to Pauline.

ACTION: Chair Powell volunteered to help expedite the approval process.

V. Affirmative Action, Diversity and Hate Crimes – Chair Boechat

ISSUE: Briefing by Professor Bob Anderson (UCB) on University processes for dealing with hate incidents and how the Senate and administration are responding to them. The briefing was postponed to a later date.

DISCUSSION: Chair Powell summarized the outcome of various discussions and UC's response to the incidents. He discussed issues associated with UCSD's admissions policies, holistic vs. comprehensive review, a forthcoming BOARS study, and how these relate to the recent racial incidents. He is very interested in hearing thoughts on what further measures UC might undertake. Members commented on the need for changing the broad social climate. One member described a UCSB publication on the African American student experience. Chair Boechat cautioned against thinking that things have been taken care of and eventual indifference.

VI. Campus Climate in the Wake of Racial Incidents at UCSD, UCI, UCD – Chair Boechat

ISSUE: UCAAD members are asked in the next week to gather information and report how the campus leadership on their respective campuses has responded to these incidents.

DISCUSSION: Chair Boechat referenced the revised Diversity Statement as an example of an action to affect change. Vice Chair Dan Simmons said that he would like to see next year's UCAAD address issues associated with 1) preparing and supporting matriculated URM students for success at UC, and 2) the implementation of the Freshman Eligibility Policy. Chair Boechat noted that UCAAD has historically focused on how these issues relate to faculty.

ACTION: No further action was taken at this time.

VII. Recommendations from the Work Groups of the Commission on the Future – Chair Boechat

ISSUE: Academic Council Chair Harry Powell has requested Senate review of the first set of recommendations from the work groups of the Commission on the Future, which were released today. UCAAD comments are requested by May 21, 2010 in order to allow for an extended discussion by the Academic Council and the Assembly before Council opines on behalf of the Senate.

DISCUSSION: (see template for specific comments)

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

VIII. UCPB Position Paper on Differential Fees and Non-Resident Tuition – Chair Boechat

ISSUE: In January, Academic Council decided to send for systemwide review the attached position paper by UCPB. UCPB developed this paper to begin a conversation about the issues surrounding differential fees and increasing reliance on non-resident tuition, since proposals involving both likely will emerge from the Working Groups of the UC Commission on the Future. Comments are requested by April 16, 2010.

DISCUSSION: The UCSC representative reported that their campus CAD supports the UCPB paper and shared specific comments.

ACTION: Members voted to endorse the UCPB paper with the noting the potential impacts on diversity.

XI. UCFW/TFIR Recommendation on Assuring Adequate Funding for UCRP – Chair Boechat

ISSUE: In February, Academic Council voted to endorse the UCFW/TFIR recommendation to assure adequate funding for UCRP, which updates a May 2009 recommendation (also endorsed by Council) and proposes that, absent state funds, the University could provide the employer contribution to UCRP by issuing Pension Obligation Bonds (POBs). This is not a formal review, but an opportunity to provide feedback on the proposal to TFIR/UCFW. Comments will be part of an ongoing, systemwide discussion of post-employment benefits and are requested by May 3, 2010.

DISCUSSION: Members recognize the importance of assuring adequate funding for UCRP and that the POB's are valid tool to achieve and the changes in UCRP should be seen in the context of total faculty compensation.

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

X. Promotion of Best Practices – Chair Boechat

ISSUE: Members will discuss UCLA sample briefings on faculty search process, research findings related to recruiting, interviewing and evaluating candidates and practices that enable equity.

ACTION: Chair Boechat invited members to send examples from their campuses to next meeting.

XI.. 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. 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.

ACTION: The Committee agreed to invite the UCAP Chair to the next UCAAD meeting to discuss this issue.

XII. 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: The first Accountability Sub-Report on Diversity was presented to the Regents last fall. It was due in September, but the presentation was postponed until the November 2009 meeting. Provost Pitts has requested suggestions from the Academic Senate about specific actions that UC could initiate, at the campus or systemwide level, to foster diversity and tolerance.

Responses are due by May 28, 2010. Also, Jan Corlett previously 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, the inclusion of the Health Sciences, and updating of the 2008 Faculty Diversity in the Health Sciences Report.

DISCUSSION: Jan Corlett updated the Committee on works in progress, including proposed changes the Systemwide Diversity Committee and the formation of a Regental Committee on Campus Climate and proposed Presidential Council on Campus Climate and Inclusion (to replace the Systemwide Diversity Committee); approval to proceed with Systemwide campus climate study. She also discussed plans to present a core set of indicators of what we know about the state of campus climate on the campuses for the September Diversity Report. She also reported that funding unfrozen for the Diversity Officer position at UCOP and position description revisited and search underway for the Vice Provost for Academic Personnel.

ACTION: No further action was taken at this time.

XIV. New Business

- Vice Chair Lu noted upcoming CUC meeting at UCLA and asked if any members were available to attend.

Adjournment:

The meeting was adjourned at 4:00 p.m.

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

UCAAD 2009-10 Remaining Meeting Schedule:

May 27, 2010 – Room 10325