

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

Minutes of Meeting**Friday, April 22, 2011****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 Francis Lu**

- Introductions
- March 30 Academic Council Meeting
- June 23 UCAAD Meeting Date

II. Consent Calendar

- Approval of the Agenda
- Approval of the January 13, 2011 Meeting Minutes

ACTION: The agenda was approved as noticed. Approval of the minutes was deferred.

III. Revised Draft 2007 UC Faculty Salary Equity Study – Chair Lu, Emerita Professor Pauline Yahr

ISSUE: Phone 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. This is the latest draft from Pauline, which addressed issues brought up at the last meeting. There were few substantive changes.

DISCUSSION: Prof. Yahr walked members through the major revisions since the January draft and fielded questions from the Committee. After some discussion, UCAAD agreed that the revised draft is now ready for wider dissemination. It was suggested that it would be helpful if Pauline could develop an FAQ document to help the lay reader better understand the analysis and provide contextual language about the data used, etc.

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

ISSUE: At the Faculty Diversity Working Group of the President's Climate Committee, bio bib forms were gathered from the campuses and discussed. There were 2 basic approaches. The first is seen in the Berkeley one of a separate diversity narrative section favored by the minority faculty. The second approach is seen in the ones from Irvine, Merced, and San Diego of integrating diversity activities within the usual three categories of activities. UCAAD will review these Bio Bib forms to determine best practices for both approaches. 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 and in consultation with Academic Personnel.

DISCUSSION: Chair Lu provided historical background on the evolution of the bio bib form to help frame the Committee's discussion. Sheila O'Rourke (UCB) discussed the challenges with integrating the bio bib form in the review process. Meg Conkey will write up assessment of Berkeley practice of having the local CAP and CAAD chairs meet annually. Bob Anderson suggested that it would be useful to hear the Committee thoughts on the two models (detaching contributions separately vs. integrating them). Another suggestion was to collect redacted samples of well-written cases/letters from the campuses. The need for some uniformity in philosophy and implementation guidelines systemwide was expressed. The Committee discussed next steps, framework for moving forward including taking the message back to campus that they need to engage local CAPs and set of common principles, standards, approach to implementing. UCAAD also discussed how best to collaborate with Faculty Diversity Working Group. Since UCAAD is mostly concerned with the bio bib form issue, members felt that it was appropriate to defer the nuts and bolts of revising the document to Academic Personnel. The need for leadership, accountability and metrics for measuring/evaluating progress. Vice Provost Carlson volunteered the Academic Personnel office to redraft the document and send it to the four-person UCAAD working group for input.

V. Consultation with the Academic Senate Leadership –

Daniel Simmons, Academic Council Chair

Robert Anderson, Academic Council Vice Chair

Chair Dan Simmons commented on the need for broader interaction with the CAPs and the standing Senate Committee Chairs, Divisional Chairs on the implementation of APM 210. He also commented on how recent pattern of fragmented decision-making has weakened the policies and governance structures of UCOP. He also discussed latest developments on the budget and mentioned that the President will be issuing a five-year budget plan for the University. He also briefly discussed the alarming momentum building for distance education.

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

*– Chair Francis Lu, Jan Corlett, Chief of Staff to the Provost, Interim Diversity Coordinator
Jesse Bernal*

ISSUE: The first Accountability Sub-Report on Diversity was presented to the Regents last fall. 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. 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 reported that the Diversity Report moving from September to January and the Accountability Report moving from September to May (closer to when the relevant data is available and more attentive to the data gathering demands placed on campuses). Chair Lu asked members to review report and send any comments before next meeting.

VII. Roundtable: Campus Updates – Committee Members

Members will share 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.

- UCSD: Judy Varner discussed “grossing-up” salary proposal for LGBT employees to address inequity created by federal tax on domestic partner spousal health benefits. She also discussed conflicting perspectives between the Chancellor and the Systemwide Committee on the repatriation of Native American human remains. The issue is also being considered by UCAF.

VIII. Executive Session (members only please)

- **Priority and Goal Setting for 2010-11**

This item was postponed due to time constraints.

XI. New Business

- **President’s Postdoctoral Fellowship Program Funding** – Vice Provost Susan Carlson provided an update on funding decisions (25% cut in operational funds that will result in fewer awardees). UCAAD agreed to write a letter in support of the PFPF along the lines of the CCGA letter with the stated hope that funding will be restored to levels in previous years.

Adjournment:

The meeting was adjourned at 3:50 p.m.

Attest: Francis Lu, Chair
Prepared by Eric Zárate, Committee Analyst

UCAAD 2010-11 Remaining Meeting Schedule:

June 23, 2011 – Room 5320 (to be rescheduled)