

Notice of Meeting

Thursday, April 26, 2012

10:00 a.m. – 3:30 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 Meg Conkey

- Introductions
- April 11 Academic Assembly Meeting
- April 25 Academic Council Meeting

II. Consent Calendar

- Approval of the Agenda
- Approval of the January 12, 2012 Meeting Minutes

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

III. Council Response to Salary Equity Study – Chair Conkey and Members

The Committee will discuss the Academic Council response to the draft UCAAD recommendations on the Salary Equity Study.

IV. Consultation with the Academic Senate Leadership –

*Robert Anderson, Academic Council Chair
Robert Powell, Academic Council Vice Chair*

V. Consultation with UCAP and UCAF on Proposed Changes to APM-210-1.d – Chair Conkey

ACTION REQUESTED: *Compile comments for UCAAD response.*

VI. Senatewide Review Items – Chair Conkey and Members

*UCAAD has been invited to opine on the following proposals available online at:
<http://www.ucop.edu/acadadv/acadpers/apm/review.html>.*

A. APM-035 (Affirmative Action and Nondiscrimination in Employment)

Proposed technical revisions reflect updates in federal and state regulations which identify additional types of prohibited discrimination; revisions also ensure conformity with federal and state definitions as relates to “service in the uniformed services.” These revisions involve no substantive changes in policy. Due: June 11, 2012

B. APM-190 Appendix A-1, Policy on Reporting and Investigating Allegations of Suspected Improper Governmental Activities (Whistleblower Policy)

The Whistleblower Policy quotes California Government Code Section 8547.2. Revisions reflect changes recently made to that Code Section by the California Legislature. Due: June 11, 2012

C. APM-010 (Academic Freedom) and APM-015 (The Faculty Code of Conduct)

Proposed revised language in both policies to include within the protections of academic freedom, the freedom to speak on matters of institutional policy. Due: June 20, 2012

D. APM-016 (University Policy on Faculty Conduct and the Administration of Discipline)

Remedies the omission of a single, clear statement in the Academic Personnel Manual that faculty will comply with University policy. Due: June 20, 2012

ACTION REQUESTED: *Compile comments for UCAAD response.*

VII. Report of the Joint Faculty Diversity Faculty Diversity Working Group – Chair Conkey and Committee Members

The report of the joint Faculty Diversity Faculty Diversity Working Group, one of five groups created by President Yudof to support the President’s Advisory Council on Campus Climate, Culture, and

Inclusion recommends 11 “promising practices” for fostering a diverse faculty and makes distinct proposals for Systemwide and local implementation. Comments are requested by June 20, 2012.

ACTION REQUESTED: *Compile comments for UCAAD response.*

VIII. Announcements from the President’s Office –

*Vice Provost Susan Carlson, Academic Personnel
Diversity Coordinator Jesse Bernal*

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 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-210-1.d) 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. 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.

XI. New Business

UCAAD 2011-12 Remaining Meeting Schedule:

June 21, 2012 – iLinc