UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY (UCAAD)
2005-2006 ANNUAL REPORT

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Affirmative Action and Diversity (UCAAD) met three times in Academic Year 2005-2006 to conduct its business with respect to its duties outlined in Senate Bylaw 140. The issues that UCAAD considered this year are outlined briefly, as follows:

University of California Statement on Diversity

UCAAD continued work on its *University of California Statement on Diversity*, which the committee originally submitted to Academic Council in June 2005. In February, the committee made a few revisions to the *Statement* after evaluating comments submitted by systemwide committees and divisions during an initial university-wide review. In March, Council gave its provisional endorsement to an alternative diversity statement, but invited the UCAAD chair and vice chair to attend the April Council meeting to advocate for the UCAAD version. In April, Council voted to approve an amended version of UCAAD's proposal, and in May, the Assembly adopted the *Statement* and sent it to the president of the University for his endorsement. It was later announced as a Statement of the Academic Senate at the President's Systemwide Summit on Faculty Diversity on May 23, where campus leaders met to discuss the findings and recommendations of the President's Task Force on Faculty Diversity. President Dynes later endorsed it as the official statement of the University of California.

UCAAD Representation on Academic Council

In April, UCAAD's chair and vice chair were invited to appear at the Academic Council meeting to discuss UCAAD's ongoing request for a seat on Council. Council voted to give the UCAAD chair an interim seat on Council as a non-voting guest beginning at the May 2006 meeting, and continuing through the 2006-2007 academic year. Council noted that it would evaluate UCAAD's guest status at the end of the 2006-07 academic year. UCAAD hoped its presence on Council would give more weight to the implications for diversity – not only for faculty, but also for students – in actions where such consideration might be overlooked.

Implementation of Revisions to APM 210, 240 and 245

UCAAD discussed strategies for the implementation of revisions to APM 210, 240, and 245, originally proposed by UCAAD in 2004, which took effect for all UC faculty in July 2005. UCAAD's chair and vice chair met with the University Committee on Academic Personnel (UCAP) to discuss the role of campus CAPs in implementation. UCAAD believed it would be essential to publicize the changes to faculty and to ensure that a structure was in place to monitor and evaluate the effectiveness of the implementation. The members of UCAP agreed that CAPs would consider how to value contributions to diversity in reviews. UCAP also suggested that CAPs could help draw awareness to the changes by communicating to department chairs the shift in emphasis and CAP's expectation that the diversity issues in the modifications would be addressed.

UCAAD also reviewed a document that converted the text of the Office of Academic Advancement's *Affirmative Action Guidelines* booklet into action steps, outlining a level of

mandate for each step according to what is compelled under federal affirmative action regulations or permissible under Proposition 209, at the campus, school and department level. The spreadsheet was recommended by the chair of the UCSF divisional committee for systemwide use to guide the implementation of the APM modifications. UCAAD obtained a legal review from UC Counsel of the spreadsheet, and it was included as an appendix to the Final Report of the President's Task Force on Faculty Diversity.

President's Task Force on Faculty Diversity – Diversity Slide Shows and Data
UCAAD offered its continuing assistance to the President's Task Force on Faculty Diversity during the run-up to the President's Summit. In February, Diversity Task Force Chair and UCLA Associate Vice Chancellor of Faculty Diversity Rosina Becerra joined UCAAD to discuss the Task Force's preliminary findings and planned recommendations. In April, Executive Director of Academic Compliance Sheila O'Rourke and Task Force member/UCAAD Vice Chair Gibor Basri gave UCAAD members a preview of a diversity presentation that was being prepared for the Summit.

UCAAD also participated in a discussion with Graduate Diversity Coordinator Susanne Kauer, who presented data on the experience of underrepresented minorities and women in the faculty pipeline, in preparation for a meeting between representatives from the President's Task Force and the graduate deans. UCAAD members noted that individual faculty—as members of committees dealing with faculty hiring and graduate student recruitment and selection—played a key role in the diversity pipeline. UCAAD recommended that pipeline data be publicized and placed on the Web as a resource.

Recommendations for Local Diversity Committee Empowerment
After systemwide review, Academic Council voted to refer UCAAD's May 2005 *Recommendations for Local Diversity Committee Empowerment* to local Senate divisions for implementation. Council asked each division to consider implementation of UCAAD's *Recommendations* as they deemed appropriate. In addition, UCAAD was encouraged to monitor the divisions' progress in implementing their recommendations.

Other Issues and Additional Business
In March UCAAD submitted formal comments to Academic Council in response to UCAP's/Council's Proposed Modifications to Systemwide Academic Personnel Polices 220-18-b (4).

UCAAD discussed ways to strengthen diversity language in graduate school applications and considered how changes to graduate school selection procedures and criteria could be used to diversify the pipeline. The committee reviewed a systemwide graduate application question about diversity modeled after APM 210, and considered how to include diversity language or language about the APM modifications on the Academic Addendum, or Bio-Bibliography form. In addition, UCAAD's July 2005 Report on Diversity in Graduate and Professional School Admissions was posted on the UCAAD website.

UCAAD devoted a portion of each regular meeting to reports and updates from its members about issues facing local divisions and committees. These included discussion of local faculty hiring data and search committee practices; exit interviews; the role of campus affirmative action officers; equity and career reviews; leadership and mentoring programs for women and faculty of

color; climate issues—including campus environments of inclusiveness and equity, and opportunities for career advancement; and how strategies for local committees to secure representation on campus executive councils. The committee also discussed how campus websites could be employed to create more visibility for diversity and diversity data, and how local committees and UCAAD could obtain more uniform data on faculty career advancement and other diversity issues. UCAAD considered facilitating an effort to get systemwide data on faculty salaries and the relationship of salary to rank and step.

Student Representatives
The graduate student representative was a regular participant in meetings. She reported on issues facing her student colleagues that impacted diversity, including the rising cost of graduate education and fee increases that impaied the ability of the University to recruit a diverse student body.

Consultants and Guests:
UCAAD's regular consultant was Executive Director of Academic Compliance Sheila O'Rourke. Director O'Rourke was a valuable asset to UCAAD, providing the committee with data, consultation and reports on numerous items and issues, including:

- Data and statistics on faculty hiring and retention.
- University obligations and responsibilities for faculty and student affirmative action in relation to both Proposition 209 and Federal Affirmative Action Regulations.
- The rights of faculty or the public to request salary data.
- Career equity review procedures on the campuses
- UC programs and fellowships targeting diversity, including the President's Postdoctoral Fellowship Program.

In addition to guest consultants Rosina Becerra and Susanne Kauer, UC LEADS Coordinator Sarah Dempsey and Graduate Student Advancement Director Mark Westlye joined the committee to report on Academic Preparation (Outreach) funding issues. Finally, UCAAD occasionally consulted with the Academic Council chair and vice chair on Academic Council business and with the Academic Senate executive director on committee and administrative matters.

Respectfully submitted,

Daniel Weiss, Chair (UCSF)	Kit Pogliano, alternate (UCSD)
Gibor Basri, Vice Chair (UCB)	Ines Boechat, alternate (UCLA)
Theodore Chan (UCSD)	Anita Garcia, Graduate Student, UCLA
Bruce Haynes (UCD)	Harry Khanna, Undergraduate Student
Susan Stonich (UCSB)	UCSD)
Jody Kreiman (UCLA)	John Oakley, Academic Senate Chair
Francis Lu (UCSF)	(UCD)
Pauline Yahr (UCI)	Michael Brown, Academic Senate Vice-
Gina Dent (UCSC)	Chair (UCSB)
Nancy Beckage (UCR)	Michael LaBriola, Committee Analyst
Ching-Yao Fong, alternate (UCD)	