

Minutes of Meeting
Thursday, June 21, 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
- May 23 Academic Council Meeting and Visit of Regent Ruiz (Vice Chair Manuela Martins-Green)

II. Consent Calendar

- Approval of the Agenda
- Approval of April 26, 2012 Meeting Minutes

ACTION: The agenda was approved as noticed; approval of the April 26 meeting minutes was postponed.

III. Announcements from the President's Office –

Vice Provost Susan Carlson, Academic Personnel
Diversity Coordinator Jesse Bernal

IV. 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

DISCUSSION: The Committee continued 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 also discussed 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.

V. Consultation with the Academic Senate Leadership –

Robert Anderson, Academic Council Chair

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

DISCUSSION: UCAAD discussed ongoing consultation with UCAF on proposed changes to APM-210-1.d and expressed serious concern about the tenor of the UCAF discussion and the positions expressed by a number of its members.

VII. Consultation with BOARS on UCOE Marketing Plan – Chair Conkey

DISCUSSION: UCAAD endorsed the BOARS letter and concurred that the targeting of overachievers is problematic and that the marketing plan to non-matriculated students is premature and that the assumptions to be tested; UCAAD would like UCOE to develop plans for data collection and metrics for measuring the efficacy of the program as well as a program review after the completion of year one; UCAAD would like UCOE to give further consideration on how to assist and provide access to low income students; UCAAD recommends slowing the enrollment of non-matriculated students and encourage that UCOP allow UCOE more latitude with the terms of the loan repayment.

ACTION: UCAAD agreed to forward the above points to BOARS and Council.

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

DISCUSSION: The Committee discussed the Academic Council response to the draft UCAAD recommendations on the Salary Equity Study and recommended edits to the revised UCAAD memorandum.

ACTION: Chair Conkey will circulate a letter to members for review summarizing its discussion.

New Item Report of the Joint Faculty Diversity Working Group – Chair Conkey and Members

DISCUSSION: Rather than prioritizing each of the eleven recommendations as individual practices to develop further or initiate – all of which have their merits and direct relevance to the goals set for the Working Group and thus for the University – UCAAD felt that it made sense to group them into three different groups that are more or less ranked from highest priority (Group One) to those that are primarily efforts that are already being pursued on one or more UC campus (Group Three). The “top group” of recommendations are those that UCAAD feels are of most inclusive and Systemwide importance.

ACTION: Chair Conkey will circulate a letter to members for review summarizing the above actions.

IX. Roundtable: Campus Updates – Committee Members

Members shared 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.

X. Planning for 2012-13 – Vice Chair Martins-Green and Emily Roxworthy (UCSD)

Adjournment:

The meeting was adjourned at 3:30 p.m.

Attest: Meg Conkey, Chair
Prepared by Eric Zárate, Committee Analyst