

## UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

## MINUTES OF MEETING

FRIDAY, JANUARY 26, 2007

**Attending:** Gibor Basri, Chair (UCB), Pauline Yahr, Vice-Chair, (UCI), Nancy Beckage (UCR), Theodore Chan (UCSD), Bruce Haynes (UCD), Michael Winter (UCSF), Margaret Conkey (UCB), Pedro Castillo (UCSC), Jody Kreiman (UCLA), Brianne Davila, (Graduate Student, UCSB), Sharon Washington (Interim Director for Faculty Equity Programs), Susanne Kauer (Coordinator, Graduate Diversity), Michael LaBriola (Senate Analyst)

**I. Announcements by the UCAAD Chair – Gibor Basri**

Chair Basri and Interim Director for Faculty Equity Programs Sharon Washington attended a meeting of The Regents' Diversity Study Group Faculty Diversity Work Team, which is co-chaired by Professor Basri. Three other Work Teams are considering undergraduate student diversity, graduate and professional school diversity, and campus climate. The Study Group aims to prepare a final report in time for the May 2007 meeting of The Regents.

The Faculty Diversity Work Team is focusing on Health Sciences faculty, who were not included in the report of the President's Task Force on Faculty Diversity. It is complicated to construct a complete picture of diversity in the Health Sciences because of its multiple faculty classifications.

The Study Group is expected to recommend a number of specific actions, including the institution of an annual President's Report on the state of University diversity. The Study Group may also ask the Regents to endorse the Academic Assembly's [Statement on Diversity](#), which was originally drafted by UCAAD and endorsed by President Dynes last year.

Chair Basri attends Academic Council meetings as a provisional, non-voting member. UCAAD's provisional seat on Council will be evaluated for permanency at the end of 06-07. Two of the main topics at the January Council meeting were faculty salaries and the University budget, including the University Committee on Planning and Budget "[Futures Report](#)," which outlines potential long-term funding scenarios and their consequences for the University. UC is optimistic that the Governor's proposed budget is consistent with the Compact, but concern remains about lagging faculty salaries. Council also selected its 2007-08 vice chair nominee.

**II. Consent Calendar**

- UCAAD minutes of October 20, 2006

**Action:** UCAAD adopted the consent calendar.

**III. Consultation with UCOP – Sharon Washington and Susanne Kauer**

UCAAD members welcomed new Interim Director for Faculty Equity Programs Sharon Washington. Director Washington is leading the effort to replicate the report of the President's Faculty Diversity Task Force for Health Sciences faculty, focusing data gathering efforts on the three types of Health Sciences faculty that are Senate members (Regular FTE, In-Residence, and Professor of Clinical X). She is also scheduling meetings to discuss the project with faculty and administrators on site at each campus.

Director Washington attended a meeting at UC Irvine to discuss the implementation of a new National Science Foundation grant – PAID (Partnerships for Adaptation, Implementation and Dissemination), which targets the development of diversity programs in the Sciences at the five southern UC campuses. She noted that campus representatives who have been designated as coordinators for implementation of the President’s Task Force on Faculty Diversity are meeting on January 30 at UCOP to share progress to date and plans for further implementation.

Graduate Diversity Coordinator Kauer staffs the Regents Diversity Study Group’s Graduate and Professional School Student Diversity Work Team, which is also compiling data. Current Senate Chair Oakley and Former Chair Pitts are both members of the work team, which is divided into four subcommittees: graduate, professional schools, postdoctoral student, and international students. Coordinator Kauer also reported that funding for academic preparation programs, including \$2.6 million for graduate and professional schools, was withheld from the governor’s budget.

The Campus Community Initiative at UC Berkeley is hosting a systemwide conference on March 22, entitled “Changing the Culture of the Academy.”

#### **IV. Implementation of the President’s Task Force on Faculty Diversity**

In November, at UCAAD’s request, Senate Chair Oakley sent a memo to Provost Hume asking for his assistance in requesting that campus EVCs designate the individuals in charge of implementing the President’s Faculty Diversity Task Force. In his letter, Chair Oakley noted that UCAAD members were interested in working with campus designees to determine how each of the specific recommendations for promoting and instituting change in the areas of Leadership, Academic Planning, Resource Allocation and Faculty Rewards, Faculty Recruitment and Retention, and Accountability would be put in place on the campuses.

Campus designees were meeting in Oakland on January 31. Chair Basri and Director Washington invited UCAAD members to raise specific topics and questions they wanted addressed at the meeting. Members noted a number of questions:

1. Is diversity valued on your campus? Do you consider the current situation diverse? Is there a sense of urgency about the diversity situation?
2. Are you the Chief Diversity Officer? If so, do you have the executive power to implement the Task Force recommendations or to request changes to procedures? If not, how many steps away are you from this power?
3. Are there other active diversity officers on campus? What resources do they have; how are they held accountable; and how do they hold others accountable? Can they request changes in procedures?
4. What areas does your campus review for diversity, how are they reviewed, and how is success determined? If efforts are not successful, what is the accountability structure?
5. How are you addressing administrative diversity? Does diversity factor into all levels of the search process, including the short list?
6. Is diversity a factor in academic planning and is it mentioned as a goal in your campus Strategic Academic Plan? If so, what part of the plan is devoted to increasing diversity?
7. The areas departments identify as research priorities can reflect and reproduce existing priorities, which are not always interesting to women and ethnic minorities. As a result,

recruitment efforts can reinforce an existing lack of diversity. When planning, recruiting, and identifying research priorities, what steps are units on your campus taking to ensure that a lack of diversity is not simply reproduced and reinforced?

8. What is your campus plan for bringing its commitment of diversity resources to the level of the leading universities in this area (UC Berkeley, Emory)?
9. Are you considering the role of the graduate student Pipeline in faculty diversity? Is your campus taking advantage of existing fellowship programs targeting diverse populations or considering new programs to increase graduate fellowship opportunities?
10. The Task Force took an inventory of various administrative positions, campus resources, and search processes targeting diversity, which revealed disparities. How can UC close these differences? How can campuses with effective diversity practices facilitate the dissemination of those practices?

UCAAD members also noted their hope that UC would move beyond promises and good intentions toward tangible actions and results. It is admirable for campuses to send explicit messages in support of diversity, but the absence of clear accountability structures to address failure also sends an implicit contradictory message.

One member noted that there is misperception among some faculty that diversity is equivalent to “quotas,” which generates fear and reluctance. Another noted that UC should be looking to successful models at other universities for increasing diversity rather than seeking to “re-invent the wheel.” The 2002 President’s Summit on Faculty Gender Equity could also provide practical implementation models.

## **V. UC Berkeley Campus Report and the Role of Diversity in Program and Departmental Reviews**

The Committee on the Status of Women and Ethnic Minorities (SWEM) at Berkeley successfully added language to the campus’s Strategic Academic Plan, which requires the consideration of diversity in all department and program reviews. Department self-studies must now address diversity. Departments also receive a report card from the Associate Vice Provost for Faculty Equity that includes data on hiring practices and the number of women and underrepresented minorities in the department compared to the availability pool.

SWEM now participates formally on all review committees for departments and programs. A SWEM representative attends meetings of the external review committee and writes a report that becomes part of the materials addressed in the review. The SWEM chair also sits on the Program Review Oversight Committee and provides input into the composition of the external review committees. SEWM has increased its roster to ten members to handle the additional workload.

UCAAD members agreed that other campuses should consider the Berkeley model. Chair Basri suggested that UCAAD draft a resolution that campuses integrate the consideration of diversity issues and the participation of diversity committees into their academic plan and review process. It was noted that any proposal UCAAD crafts would have to be general enough to cover the various ways campuses conduct reviews (e.g., UCSF programs are reviewed externally by professional organizations.)

**Action:** Chair Basri will ask campus designees attending the President’s Task Force Implementation meeting for information about diversity’s role in program review. UCAAD

members will find the language governing program reviews on each campus including any information about the role of diversity, and share by e-mail before the next in-person meeting.

## **VI. Campus Reports**

**Riverside:** The Committee on Diversity and Equal Opportunity (CODEO) wants to develop a climate survey to help determine why faculty are leaving the campus. CODEO is seeking information from former faculty, but it has been difficult to obtain the names of specific faculty who have already left. The committee is discussing strategies to combat salary inversion that also address inequities. Finally, CODEO wants to increase its engagement with other Senate committees around issues of common concern.

**San Diego:** The Committee on Affirmative Action and Diversity (CAAD) proposed modifications to the UCSD Academic Biography and Bibliography form to include specific language requesting information about the faculty member's efforts to promote diversity and examples of ways faculty might receive credit for diversity contributions according to APM 210. CAAD also proposed new diversity language for the Organized Research Units (ORU) Policies and Procedures Guide and is pushing for UCSD's long-term academic planning guideline, "Charting the Course IV," to address diversity.

**San Francisco:** The UCSF Executive Vice Chancellor asked the three UCSF schools – Medicine, Pharmacy, and Nursing – to develop diversity plans. The School of Pharmacy responded by proposing the institution of a new administrative position and standing committee devoted to diversity. Pharmacy is also planning to revise its mission statement to reflect an interest in diversity and modify its recruitment procedures to ensure accountability at every stage of a search. There is growing concern about the number of faculty leaving.

**Santa Cruz.** The campus climate survey developed by the Committee on Affirmative Action and Diversity is almost complete. Although the study was initiated in the Senate, it has received administrative funding and support. CAAD is planning a spring forum to present the results.

**Los Angeles:** The Committee on Diversity and Equal Opportunity (CODEO) is encouraged by the new UCLA chancellor's vocal commitment to diversity. CODEO is concerned that the efforts of the many groups promoting diversity at UCLA lack coordination; it wants to help these groups develop a single, coherent voice around diversity efforts. CODEO is working with UCLA's Committee on Disability to improve campus accessibility. The committee still does not have a seat on the Executive Board of the Academic Senate.

**Irvine:** Last year, the UCI Senate formed a Special Senate Committee on Diversity (SSCD) that includes representation from each of the seven Senate Councils. SSCD is encouraging each Senate Council to draft new bylaw language to include a diversity mission. Meanwhile the Affirmative Action and Diversity subcommittee of the Faculty Welfare Council asked the graduate division dean to revise the graduate application to include a question about diversity. AAD also asked CAP to add similar language to the Bio-Bibliography form.

**Davis:** The Committee on Affirmative Action and Diversity (CAAD) submitted a separate response to the President's Diversity Task Force report, noting the lack of an accountability structure at Davis for meeting diversity goals (which are either vague or do not exist). CAAD also recommended that the campus approach minority hiring in terms of seeking a critical mass of minority faculty, rather than piecemeal, and that the campus should expose URM student to diverse faculty by offering more diverse speakers. CAAD formed a subcommittee to consider minority faculty retention issues, and asked that it be involved in the program review structure. Finally CAAD successfully petitioned to have a Diversity Resources link added to the front page of the UC Davis [website](#).

**Student Representatives:** Graduate Student Representative Davilla reported that the UCSB [Chicana/o Graduate Student Colectiva](#) sponsored a conference attended by students of color from across the UC system. Colectiva is sponsoring another event in March for minority women faculty and graduate students. She noted that most systemwide graduate minority student organizing occurs by word of mouth and improved mechanisms to promote networking would be welcome.

## **VII. The Role of Faculty Diversity Officers**

Chair Basri reported that for 20 years UC Berkeley has required each department to designate a Faculty Diversity Officer. Often however, these individuals have not had a clear charge or active role. SWEM is undertaking an initiative to define a clearer, expanded and more visibly active role for the diversity officers. Earlier this year, the committee sponsored a series of workshops for all diversity officers to discuss possible next steps for the program.

Chair Basri distributed copies of the UC Berkeley Diversity Officer workbook, which is currently undergoing revision. He asked UCAAD members to consider with their local committees whether it would benefit campus diversity to institute a similar network of faculty members with the responsibility for monitoring diversity efforts and sharing and disseminating best practices. How should such a group be structured to be most effective? What role should individual officers have? Should officers be at the tenured faculty, senior faculty, or department chair level?

In general, UCAAD members expressed support for the Diversity Officer concept, but there was less consensus about other details like the size of the unit overseen by such representatives. On some campuses one officer per department might be appropriate, while on other campuses some smaller or larger unit per officer would be more appropriate, depending on the size and structure of the units being considered.

**Action:** Members will discuss the possible role of Faculty Diversity Officers with their local committees.

## **VIII. Implementation of Modifications to APM 210, 240, and 245**

UCAAD members discussed current efforts on the campuses to advance the implementation of APM 210, 240, and 245. Chair Basri noted several elements essential to effective implementation: the awareness and use of the new APM 210 diversity component by individual faculty members; the appropriate use of 210 by CAP committees in personnel reviews; and finally, the adherence of department chairs to the provision in APM 245 requiring them to submit annual reports on the department's affirmative action program.

UCAAD members agreed that one of the most important places for the APM 210 modification to have visibility is in the Bio-Bibliography form. San Diego is modifying its BioBib to include a space for examples of "Significant Contributions to Promoting Diversity." Berkeley and Irvine are also discussing a similar change with their academic personnel committees. Some diversity committees are asking CAPs to track how often the diversity component of APM 210 is used in reviews.

A persistent problem, however, is that many faculty remain unaware of the changes. Diversity committees and CAPs should continue to work together to publicize the modifications so at the very least faculty can seek and receive credit for work they are already doing.

**Action:** UCAAD members will research the status of their campus BioBib form or equivalent.

## **IX. The Impact of Proposition 209 on the University**

UCAAD discussed the role of the Senate in the Board of Regents Study Group on University Diversity and reviewed a November 27, 2006 memo from Senate Chair Oakley to systemwide committee chairs, which requests the input of UCAAD and five other systemwide committees into a separate Senate analysis and response to The Regents study. Chair Oakley suggests in the memo that UCAAD, along with Academic Council Vice Chair Brown, be responsible for collecting the systemwide reports and coordinating the Senate response.

Chair Basri noted that the genesis of the memo was a concern that the Regents' study would not have a sufficient connection to the Senate and involve the input and expertise of UC faculty in a meaningful way. Those circumstances have changed, however, now that several senior faculty members, including the Senate chair and vice chair, UCAAD Chair Basri, BOARS Chair Rashid, and former Senate Chair Pitts have been appointed to active leadership roles in the Study Group.

UCAAD noted satisfaction that adequate faculty representation and expertise present on the Study Group eliminates the need for an independent, in-depth Senate analysis. UCAAD noted however, that it would like the opportunity to review the results of the diversity study at the earliest stage possible.

Chair Basri suggested that one possible course of action would be for the Council to contact the Study Group co-chairs and request that drafts be sent to the Academic Council at the appropriate time so that UCAAD and other systemwide committees might have a chance to comment.

**Action:** Chair Basri will send a memo to Chair Oakley.

UCAAD also discussed the relationship between Proposition 209 and Federal Affirmative Action regulations. Federal regulations mention that the demographic profile of employees at an organization should, over time, match the pool of available candidates. Director Washington noted, however, underutilization of a pool of faculty candidates is not generally considered a violation of federal law. Discrimination is illegal, but statistical discrimination is not automatically taken as evidence of intentional, overt discrimination. Still, UC views underutilization data as a mandate to change.

## **X. Legislative Request for Comment**

UCAAD reviewed a request from the Senate Legislative Analyst for feedback on a proposed bill that would establish financial incentives for California public high schools (scoring in the API range 1 through 5) that improved college-going rates. UCAAD noted that the bill seemed like a good idea in principle, insofar as it had the potential to improve college-going rates for underrepresented minorities, but the committee decided it could not fully judge its merits without more information, such as which colleges would qualify and how schools would use incentive funds.

The meeting adjourned at 3:30 PM.

Minutes prepared by Michael LaBriola

Attest: Gibor Basri