

**Minutes of Meeting****Thursday, January 22, 2009****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**

- December 17 Academic Council Update:
  - Higher Education Investment Act: The statement by public higher education leaders and the Carnegie Corporation addressed to the President-Elect appeared in the Dec. 16 edition of the *New York Times*.
  - The Regents approved plans to trim enrollment and to freeze senior management pay as part of response to the state's budget challenges.
  - NSF suppression of race and gender data in Survey of Earned Doctorates: Council concurred with UCAAD's concerns resulting in a letter from Interim Provost Grey to the NSF.
  - Dependent care expenses for academic meetings: Council approved sending APM 669 for systemwide review once it has been formally issued by Academic Advancement.
  - AA and diversity analytic support provided by UCOP: A letter from Mary Croughan was sent to Interim Provost Grey regarding the Senate's data management and analytical support needs from UCOP.
  - Committee name change: Chair Lu was not able to get to this and will work on this for the Feb. Council meeting.

**II. Consent Calendar**

- Approval of the Minutes from November 13, 2008
- Approval of the Agenda

**ACTION: The agenda and minutes were approved with minor modifications to the agenda.****III. Consultation with the President's Office**

- *Jan Corlett, Special Assistant to the Provost and Diversity Project Coordinator*
- *Suzanne Kauer, Coordinator Graduate Diversity, Academic Advancement*
- *Pat Price, Interim Executive Director, Academic Personnel*

**DISCUSSION: (J. Corlett portion)**

- Jan Corlett described on-going discussions to ensure that diversity is embedded in everything we do and how to construct a flexible framework that allows the campuses to move their diversity goals forward. She mentioned that The Regents' also approved the issuance of a number of annual sub-reports: Private Support; Faculty Competitiveness; Undergraduate Students; Graduate Students; and Campus Climate.
- She also gave an overview of the timeline for production for the Accountability Framework and noted that the report will not require new data submissions from the campuses. She also shared the response from Provost Grey to letter from Mary Croughan.
- She also noted that the restructuring of Academic Affairs brings to the forefront the question of how to foster diversity in a decentralized way.
- Vice Chair Boechat questioned how guidelines for data collection and accountability will be developed and what plans are in place to resume work on the Faculty Pay Equity Study.

Members asked about the means by which UCAAD members and the campuses provide input to work emanating from the Diversity Implementation Committee; Jan will request that UCAAD be copied on various reports and work products.

- One member asked what action items are in place to increase the representation of women and URM as recommended in previous reports.
- Accountability monitoring of the implementation of the AA guidelines: In what ways, can UC affect campus climate, however defined, or make annual campus AA reports more useful?
- One member noted pockets of campus resistance to moving AA and diversity work forward. Members commented on the need to building in rewards at the departmental level for advancing faculty AA and diversity.
- Corlett noted that the President has set guidelines for the Chancellors on campus climate, equity and diversity; one member described how the Berkeley departmental review process has incorporated a more bottom-up approach to instituting climate change.

**ACTION: 1) Arrange a conference call for UCAAD with Jan Corlett and Vice Chair Powell; 2) Circulate the Diversity Implementation Committee roster to UCAAD members; 3) Draft letter that reiterates UCAAD’s recommendation to Council that the Diversity Implementation Committee be adequately sufficiently staffed and that it work closely with UCAAD to bridge the disconnect and information divide between the Systemwide Diversity Implementation Committee and the local Diversity Implementation Committees (the request for sharing draft reports with UCAAD and the local representatives should be anchored in the Accountability Framework).**

DISCUSSION: (S. Kauer portion)

- NSF Survey of Earned Doctorates: SRS report to state that general reaction was critical of plans to suppress small sizes and cite the need for communicating these concerns upwards to NSF.
- AGEP Grant: Kauer noted that we have verbal assurance that after a one-year delay, the RFP for Phase III funding will indeed move forward.

DISCUSSION: (P. Price portion)

- Pat Price has been on loan to UCOP since July from UC Irvine where she is Assistant Vice Chancellor for Academic Personnel. She provided an overview of restructuring of Academic Advancement and her unit which will be renamed Academic Personnel. She discussed some of the goals of the restructuring including: reducing the “silo” effect; to designate Academic Personnel as the “point” unit for diversity work.
- The Pay Equity Study is on hold but not forgotten; it will remain on hold until the replacement for Nicholas Jewell’s position is hired. Nick has volunteered to serve on the committee once the Vice Provost position is on board.
- One member asked if any thought has been given to delegating some or all of the work on the Pay Equity Study to the campuses; members noted the importance of comparability of campus data; the committee considered a recommendation to UCOP to do this.

#### **IV. President Yudof’s Proposal to Modify UC Financial Aid Program – Chair Lu**

ISSUE: President Yudof has asked for Senate comment on his proposal to modify UC’s financial aid program. Members are asked to review the proposal. Comments are due February 1.

**ACTION: The committee had no objections to the proposal.**

#### **V. President Yudof’s Revised Accountability Framework Report – Chair Lu**

ISSUE: In September, President Yudof released his draft accountability framework, including a 200-plus page draft of selected indicators to report on UC performance. Members were asked to

consider the extent to which previous input from UCAAD is reflected in the revised report and accompanying materials. Comments are due January 23.

**DISCUSSION:** Members reviewed the revised indicators and determined that the following comments from UCAAD were not reflected in the revised draft:

- **Page 143. Goals Section.** UCAAD recommends that the third sentence should be modified as follows: “In addition, the faculty’s gender, ethnic and racial composition is indicative of the University’s progress in achieving the Regents’ diversity goals, which is intrinsic to the University’s excellence.” Rationale: The addition of this clause would reinforce the UC Diversity Statement’s linking of diversity and excellence. Without this clause, in the context of the preceding sentence, diversity appears to be separate and not related to the excellence of UC.
- **Page 143. Measures Section.** UCAAD recommends that the third sentence of the second paragraph should be modified as follows: “To respond to the challenge, efforts must be made to identify and overcome the barriers preventing women and minorities from obtaining and retaining faculty appointments through academic advancement, as well as to expand the pipeline and pool of women and minority students entering graduate and professional programs.” Rationale: This sentence should include minorities as well as women since both groups were referenced in the preceding sentence concerning the small percentages of women and minority faculty. Secondly, the problem of small percentages of women and minority faculty is related to both recruitment and retention, which needs to be stated to ensure that this issue is not missed.
- **Pages 144-145. Indicator 7.1.** UCAAD recommends that similar longitudinal data by campus also be displayed in additional tables for other series such as “Other Academic Senate faculty,” “Clinical,” “Adjunct,” as well as “Tenured Ladder-Rank” and “Non-Tenured Ladder-Rank.” Rationale: These other series encompass large segments of the university faculty that may contain larger percentages of women and minority faculty as compared than to the Ladder-Rank faculty. It would be important for a more accurate assessment of faculty diversity if such outcomes were longitudinally displayed to capture the trends. (This recommendation will be repeated whenever this situation appears and will be noted as “other series data should be displayed.”)
- **Pages 146-147. Indicator 7.2.** UCAAD recommends “other series data should be displayed.” In addition, this indicator should also be displayed longitudinally over time so trends can be noted in reference to the comparison institutions. (This recommendation will be repeated whenever this situation appears and will be noted as “longitudinal data should be displayed.”) Lastly, we believe the statement on page 146, “This reflects UC’s commitment to increasing faculty diversity.” should be eliminated since this snapshot of the situation in Fall 2005 does not provide sufficient information to reach this conclusion.
- **Page 148-149. Indicator 7.3.** UCAAD recommends “other series data should be displayed.” Furthermore, it is recommended that separate indicators should exist for each of the three URM ethnic/racial groups so trends over time for each of these three groups can be more easily understood. In other words, in addition to the aggregate data display, the data for each of the three URM groups should also be displayed individually.
- **Pages 150-151. Indicator 7.4.** UCAAD recommends both “other series data should be displayed” and “longitudinal data should be displayed.”
- **Pages 152-153. Indicator 7.5.** UCAAD recommends “other series data should be displayed.” Also, there appears to be a typographical error on page 153; the term “average gift aid” seems out of place.

- **Pages 158-159. Indicator 7.8.** *On page 159, UC Merced has been left out of the data display and should be included. Also, there needs to be a clarification whether the data displayed refers to all series or just the Ladder-Rank Faculty. If the latter, then UCAAD recommends “other series data should be displayed.”*
- **Pages 160-161. Indicator 7.9.** *There needs to be a clarification whether the data displayed refers to all series or just the Ladder-Rank Faculty. If the latter, then UCAAD recommends “other series data should be displayed.” Furthermore, UCAAD recommends that in addition to this indicator, additional indicators should display faculty salary data comparing UC vs. Private vs. Public for women (total, and by rank and series) and for each of the URM racial/ethnic groups. Lastly, a separate indicator for executive leadership compensation comparisons longitudinally may also be of interest for the sake of transparency.*
- **Pages 162 and 163. Indicators 7.10 and 7.11.** *UCAAD recommends that if possible, that in addition to this display, this data also be displayed by gender and ethnic/racial groups to understand the diversity of those faculty receiving these awards and honorary memberships.*

**ACTION: The committee agreed to incorporate a summary of the above comments in UCAAD’s response to the revised report.**

#### **VI. Task Force on Academic Senate Membership – Chair Lu**

**ISSUE:** A task force on Academic Senate Membership has been charged with elucidation of a set of principles that should govern decisions about who is and who is not a member of the Academic Senate. The task force will deliver to the Academic Council: 1) a set of derived principles of Senate membership that might be expected to apply; 2) an evaluation of whether such principles are in accord with current membership; and, 3) if not, recommended actions that might bring principles and membership in accordance. A UCAAD representative is needed on the task force.

**ACTION: After a brief discussion, Meg Conkey (UCB) volunteered to serve as the UCAAD representative for the task force, pending reappointment to UCAAD in 2009-10.**

#### **VII. Campus Diversity Committee and CAP Relationships on Each Campus: Implementation of APMs 210/240/245 – Chair Lu**

**ISSUE:** Members were asked to review the enclosed example of a model for accountability monitoring of the implementation of UC Affirmative Action Guidelines for Recruitment and Retention of Faculty developed by UCSF in 2002. The UCSF model, along with the July 2005 changes to APMs 210/240/245 relevant to diversity and Equal Opportunity were presented to the Diversity Implementation Committee in December.

**DISCUSSION:** Members considered the extent to which the UCSF model could be modified and adopted by UCAAD to serve as the model for the UC system. The committee discussed various models for engaging the campuses in a discussion of models; the need for local CAPs to educate their EVCs; varying levels of responsibility for faculty, campus, school, department levels (members recommended unbundling of the levels); and methods and tools in use at some campuses, e.g., diversity questionnaire; action step templates. Members agreed to continue the discussion via a conference call scheduled for March 9.

**ACTION: Members agreed to continue this discussion via a conference call scheduled for March 9. As homework, members agreed to confer with their CAP Chair/Provost on these documents and request feedback on their utility and to send to Analyst Zárte in six weeks time (by March 5) their findings and any applicable documents, e.g., questionnaires, letters, forms, CV/bio forms, CAP checklists used in the evaluation of APMs 210/240/245.**

### **VIII. Consultation with the Academic Senate Leadership**

- *Mary Croughan, Academic Council Chair*
- *Harry Powell, Academic Council Vice Chair*

#### DISCUSSION: (M. Croughan portion)

- With regard to Graduate Student support funds, Chair Croughan reported that the final report now incorporates diversity and vis-à-vis utilization of differential support mechanisms (all Prop. 209-compliant) to expand opportunities.
- She reported that feedback was provided on the need for the modified UC financial aid proposal to address cultural barriers to applying for UC financial aid more tiered descriptions of who qualifies and what is covered; adverse impact on UC's return-to-aid model.
- Chair Lu noted that the committee was particularly concerned with delays to the Pay Equity Study and asked if Chair Croughan had any thoughts on for further UCAAD actions. She reported that a new Interim Provost will be named shortly and will be followed by the hiring of an Executive Director, who in-turn will have the responsibility of hiring the analytical support needed to resume work on the Pay Equity Study. She described ongoing discussions of diversity in the restructuring of Academic Affairs and the need for balancing central coordination needs and internal integration of constituent needs while not marginalizing diversity. She suggested that UCAAD consider inviting members of the Systemwide Implementation Committee to campus committee meetings. Chair Lu will draft a memo for Chair Croughan to encourage the Systemwide Implementation Team's participation. The Systemwide Implementation Team of which Chair Lu is a member, is charged, in part with work on the Annual Diversity Report to the Regents. The work of the Diversity Implementation Team is separate and distinct from work on the Accountability Framework. The September report to the Regents will present aggregate data, e.g., accountability indicators, while the team will focus on implementation policies and processes.

#### DISCUSSION: (H. Powell portion)

- Vice Chair Powell sees diversity as a tool for creating community and suggested that we take this opportunity to understand the various ways diversity is furthered on the campuses.
- Restructuring and staffing concerns: Chair Lu asked if there was anything more UCAAD can do to accelerate filling of vacant faculty leadership positions; Vice Chair Powell encouraged members to nominate suitable candidates for Provost.
- Vice Chair Boechat commented on how resource constraints act as a deterrent to candidates.
- Vice Chair Powell discussed how beneficial it is to have skilled people in institutional research and external relations leadership positions is to the public's understanding of budget and how UC is funded.
- He also suggested that topics posed with Regent Eddie Island when he visits the Academic Council: UCAAD should paint the broad principles and big picture of what the Diversity Implementation Committee should accomplish: 1) Integration of UCAAD in the Diversity Initiative; 2) Built-in accountability for diversity and equity issues; 3) Alternatives for resuming work on the Pay Equity Study, e.g., recruit Pauline Yahr and Nick Jewell to work on this. (Ines: UCAAD should also convey the urgency for completing the Pay Equity Study and implementing recommended changes for changing the faculty landscape; illustrate how issues of salary equity and campus climate are fundamental to faculty retention and recruitment; and emphasize the need for cooperation on all fronts.)

### **X. Executive Session (members only please)**

### **XI. New Business**

The meeting was adjourned at 4:00 p.m.

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

**UCAAD 2008-09 Meeting Schedule:**

November 13, 2008 – Room 12322  
January 22, 2009 – Room 12322  
April 23, 2009 – Room 5320  
June 25, 2009 – Room 5320