

**Minutes of Meeting
January 24, 2008**

I. Chair's Announcements

Pauline Yahr, UCAAD Chair

Chair Yahr outlined the process by which the Senate selects its incoming Vice Chair, and the Academic Council's nominee will be sent to the Assembly for ratification in February. Chair Yahr also gave an overview of a resolution to be considered by the Assembly in January on reassessing the University's involvement in managing the Department of Energy's national laboratories should they increase their production of nuclear detonators ("pits") (see Distribution 2); the committee supported her intention to vote in favor of the resolution.

Analyst Feer gave an overview of the Senate's document database (see Distribution 1).

II. Consent Calendar

ACTION: The consent calendar was approved as noticed.

III. Faculty Diversity in Health Sciences Draft Report

Pauline Yahr, UCAAD Chair

ISSUE: The Office of the President has drafted a report on faculty diversity in the health sciences. UCAAD has been asked by its consultants to review the draft and provide informal feedback.

DISCUSSION: UCLA Representative Boechat, who led the review on which the draft report was based, provided the committee with background and framing (see also Distribution 3). Members felt that the draft needed editing to enhance readability: The target audience of the report is unclear; the purpose of the report is only implicit; and the conclusions are frequently lost in the text.

ACTION: Chair Yahr will draft a response indicating the committee's wish to see the report streamlined, headed by an executive summary, and indicating more clearly next-steps and implementation guidelines for the recommendations—including accountability measures.

IV. Pay Equity Analysis

Pauline Yahr, UCAAD Chair

ISSUE: The Office of the President (OP) is set to undertake a systemwide pay equity analysis. They plan to use the same methodology as UC Irvine. What methodological aspects of this approach, and others, should concern UCAAD?

DISCUSSION: Chair Yahr and several members identified many instances of particular methodological concern, such whether the analysis should include maximal vs. minimal components of compensation. All agreed, though, that the compensation to be evaluated must include not merely an individual's place on the salary scale but any off-scale pay that is added to the pay specified by the scale. It was suggested that for ladder-rank

faculty who are not part of the Health Sciences compensation plan, 9-month pay should be used, while for those in the Health Sciences compensation plan, 11-month pay, including each component (base plus X, Y and Z), should be used. Other concerns involved the ability to do the analysis annually. Members also noted that this effort dovetails nicely with a similar recommendation in the University Committee on Academic Personnel's 2005 report, [Passing the Step VI Barrier](#).

ACTION: Chair Yahr will share these concerns with the consultants when they visit.

V. Publication of Underutilization Data

ISSUE: When data are collected, they are often not published or are published in such a way as to be inaccessible, *e.g.* they are buried in webpages, are tome-like, or are not shared with the rank-and-file.

VI. Consultation with the Office of the President

Sheila O'Rourke, Assistant Vice Provost for Equity and Diversity

Nick Jewell, Vice Provost for Academic Personnel

Pay Equity Analysis:

DISCUSSION: Chair Yahr outlined the committee's reservations regarding the UCI methodology. Vice Provost Jewell indicated that UCAAD is not alone in its concerns with the approach employed by UCI; other campus diversity offices have voiced similar unease. These concerns are exacerbated by the newly implemented faculty salary scale adjustments. Members queried whether the pay to be analyzed would include total compensation or just university pay. Members also noted that W-2 calculations include more than just base pay. Again, the issue of including aspects of compensation not directly relevant to equity concerns was raised, and members agreed that a difficult balance between attaining perfect data and capitalizing on current momentum had to be struck. That a given faculty member's total compensation might vary significantly from year to year necessitates longitudinal analysis. Vice Provost Jewell understood these issues, stating that the first year's analysis must be crafted carefully to include all relevant variables and to make subsequent analyses easier. Further, the report of the analysis will require corrective plans from campuses with clear inequities. Vice Provost Jewell also stressed that many of the methodological concerns voiced by the committee and others could be mitigated by careful data coding and interpretation. Assistant Vice Provost O'Rourke added that the analysis will be compliant with Department of Labor guidelines for pay equity studies.

Underutilization Data Publication:

DISCUSSION: Members posed several questions, such as how widely the data should be circulated, whether merely making the data available would be adequate, and what kind of accountability measures were available to encourage compliance.

ACTION: Members will discuss data collection and distribution methods with their campus counterpart committees.

ACTION: The UCLA and UCI representatives will ask their campus counterpart administrative units for guidance on data collection and distribution.

VII. Follow-up Discussion

None.

VIII. Systemwide Review Items

- Report of the Joint Ad Hoc Committee on International Education

ACTION: The committee elected not to opine on this item.

- Regents' Task Force Diversity Reports

Joined by Susanne Kauer, Coordinator of Graduate Student Diversity

DISCUSSION: Coordinator Kauer indicated that the reports generated only a set of recommendations for the Regents, not a specific course of action, which would be an administration task. Further, she noted that faculty exercise great control over the pipeline, but that many need greater training in diversity. Members also observed that UC has not taken full advantage of CSU and CCC's more diverse applicant pool.

ACTION: Coordinator Kauer will continue to keep the committee informed of this issue, especially the results of the upcoming presentation to the Regents and meeting with the graduate deans.

ACTION: UCAAD will opine on this item, indicating the committee's appreciation for the work undertaken to date and their desire to see specific action steps and accountability measures.

IX. Committee Name Change

ISSUE: "Affirmative Action" is dated, in disfavor, and does not match parallel groups on the campuses and in the Office of the President.

ACTION: The committee will submit to change its name and charge by removing "Affirmative Action" and replacing it with "Equity."

X. Negative Mantras

ACTION: Members will update the "Bingo" card of sexist remarks to reflect anti-diversity remarks of all kinds.

XI. Member Business and Planning

Campus updates:

- Berkeley: Berkeley has a new Vice Chancellor for Equity and Inclusion, former UCAAD Chair Gibor Basri. Their campus counterpart committee, the Committee on the Status of Women and Ethnic Minorities (SWEM), now has a seat on all program reviews and is also exploring name change options. SWEM is investigating reports of slow advancement among certain groups.
- Davis: Priorities for Davis include completing the work of two task forces, one investigating transfer student needs and one investigating mentoring for at-risk transfer or undergraduate students. Davis will also seek to increase search committee awareness and to preserve a diversity-related general education requirement.
- San Diego: San Diego reported that diversity related activities are still not reported separately on CAP evaluations, but they hope to change their local APM soon and to send notifications to deans and chairs on how to prepare files to meet

this standard. Review procedures for organized research units are also undergoing revision.

- San Francisco: Last year, the San Francisco campus counterpart committee met with deans and invited them to present plans for increasing diversity; this year, they will do the same with department chairs. Implementing these plans remains problematic.
- Riverside: A faculty exit survey is coming to fruition, and the administration may soon share the negative results of a previously administered campus climate survey. A new childcare facility and attendant family-friendly policies for graduate students are now in place.
- Los Angeles: The new chancellor at Los Angeles, Gene Block, seems committed to increasing diversity and will visit with the campus counterpart committee. They are also trying to get diversity on “bio-bibs” and in CAP reviews. The medical school is considering establishing an office dedicated to diversity concerns.

Adjournment: 4:10 p.m.

Distributions:

1. Academic Senate Document Database Sample
2. Proposed Academic Senate Resolution on Limiting UC’s Role in Manufacturing Nuclear Weapons (from Assembly Blue Book for January 30, 2008, pp. 94-96)
3. Faculty Diversity in the University of California Health Sciences Schools (draft prepared by Maria Ines Boechat, UCLA; uncirculated)

Appendix:

Attendance Roster

Prepared by: Kenneth Feer, Senior Analyst

Attest: Pauline Yahr, UCAAD Chair