

Notice of Meeting

Thursday, October 10, 2013

10:00 a.m. – 4:00 p.m.

UCOP, 1111 Franklin Street, Oakland – Room 11326

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<http://www.universityofcalifornia.edu/senate/>

Action	Item
Information 10:00-10:25	<p>I. Chair’s Report/Announcements/Updates – Chair Emily Roxworthy</p> <ul style="list-style-type: none"> • Introductions • September 25 Academic Council Meeting • October 25 UC ADVANCE PAID Roundtable (NSF-sponsored program designed to recruit, retain, and advance female faculty in the STEM fields) • Continuation of UCAAD liaison-role to BOARS (Board on Admissions and Relations with Schools) to provide a means for regular consultation between the two committees on issues related to student diversity (UCAAD volunteer needed to replace Emily who served in this capacity last year.)
Action 10:25-10:30	<p>II. Consent Calendar</p> <ul style="list-style-type: none"> • Approval of the Agenda <p><i>ACTION REQUESTED:</i> Approve the agenda as noticed.</p>
Information/ Discussion 10:30-10:45	<p>III. Overview of Committee Charge, Processes, Member Roles and Responsibilities, and Resources – Chair Roxworthy and Members</p> <p><i>Chair Roxworthy will provide an overview of UCAAD’s charge and program review processes, and with Committee members, discuss individual roles, responsibilities, and resources.</i></p>
Discussion 10:45-11:00	<p>IV. Review of 2012-13 UCAAD Annual Report – Chair Roxworthy and Members</p> <p><i>Chair Roxworthy will discuss with members last year’s Annual Report which summarizes the major objectives undertaken by UCAAD and highlights the Committee’s major accomplishments and disposition of various issues from 2012-13.</i></p>

- Discussion**
11:00-11:30
- V. Executive Session** (members only please)
Priority and Goal Setting for 2013-14
- Information**
11:30-11:45
- VI. Announcements from the President’s Office –**
Vice Provost Susan Carlson, Academic Personnel
- Discussion**
11:45-12:15
- VII. Update on UCAAD 2011 Analysis of UC Pay Equity by Sex and, among Men, Ethnicity, 2009-2011 and Review of the first drafts submitted by the Campus Plans on Campus Salary Equity Studies – Chair Roxworthy and Vice Provost Susan Carlson, Academic Personnel**
- Last year, along with UCAP and UCFW, UCAAD reviewed the Pay Equity Study Plans submitted by the campuses. Overall, members expressed surprise at the lack of data analysis and implementation strategies in most of the plans. The Academic Council, having received similar messages from the other two committees, wrote a letter to the Vice Provost suggesting that a set of metrics be developed that would provide a consistent approach and allow for comparative analysis. Members will discuss the intersection of these campus remediation plans with this year’s Total Re-numeration Study.*
- ACTION REQUESTED:** *Determine next steps.*
- 12:30-1:30
- Working Lunch –**
- Information**
12:30-1:15
- VIII. Consultation with the Academic Senate Leadership –**
William Jacob, Academic Council Chair
Mary Gilly, Academic Council Vice Chair
Martha Winnacker, Academic Senate Executive Director
Todd Giedt, Associate Director (Introduction to SharePoint)
- Senate leaders will provide an overview of the policies, procedures, protocols, 2013-14 Senate priorities, and other generally helpful information for new committee members.*
- Discussion**
1:15-1:45
- XI. Report and Recommendations from the Final Report of Faculty Diversity Working Group – Chair Roxworthy and Members**
- The Faculty Diversity Work Group, a small body appointed by the President’s Climate Council, issued its final report and recommendations last year. Chair Roxworthy will discuss with members UCAAD’s support for the workgroup recommendations, and its call for special emphasis on particular items.*

Discussion/
Action
1:45-2:15

X. UC-HSIs (Hispanic Serving Institutions) Initiative and Proposal to Establish a Regents Diversity Fellowship – Chair Roxworthy and Members

As proposed, the UC-HSI Initiative UCOP will incentivize UC faculty and campus departments to develop long-term relationships with HSIs, particularly faculty members and programs that are a good fit with particular UC graduate programs and faculty. Modeled after the recently launched UC-HBCU Initiative, UCOP will invite proposals from UC faculty members at each of the ten campuses who would like to host and immerse students from HSIs in UC research training internships during the summer and develop an ongoing project of collaboration and engagement with students and faculty from partnering HSIs. The goal of this efforts is to help UC graduate programs mine talent and support student achievement at institutions that are less represented in UC admission pools, as well as support collaboration opportunities for UC faculty.

ACTION REQUESTED: Appoint a UCAAD liaison to CCGA to enhance graduate student diversity (including efforts to advance the UC-HSIs Initiative and Proposal to Establish a Regents Diversity Fellowship).

Discussion/
Action
2:15-2:45

XI. Consultation with UCAP on Proposed Changes to APM 210-1.d and Preparation by UCAAD of a Senate-issued White Paper – Chair Roxworthy and Members

Last year, UCAAD and UCAP worked together to improve the efficacy of APM 210.1.d. This discussion was an outgrowth of complaints from several faculty members who argued that research in diversity is not given the same value as other types of research at UC. After extensive back-and-forth, the committees agreed on the language except for one specific aspect hence each committee submitted its own verbiage to the Academic Council. The Academic Council then reviewed both languages and was able to reach a consensus. The new language of APM 210.1-d was then forwarded to Provost Dorr for her consideration to send the new APM 210.1-d out for review by the divisions the coming year. UCAAD also felt strongly that the change to APM 210.1.d should be substantiated by a white paper that would underscore the importance of contributions to diversity. UCAP was approached by UCAAD to co-author such a paper, but declined. The committee agreed that UCAAD would continue this effort into next year.

ACTION REQUESTED: Determine next steps.

Discussion
2:45-3:15

XII. Roundtable: Campus Updates – Committee Members

Members will share campus updates on diversity-related activities including anticipated issues and initiatives from their respective campus.

Discussion
3:15-4:00

XIII. New Business

UCAAD 2013-14 Remaining Meeting Schedule:

January 16, 2014 – Room 5320
April 18, 2014 – Room 5320
June 20, 2014 – Room 5320