

**UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY
MEETING MINUTES – OCTOBER 18, 2012**

Present: Manuela Martins-Green (Chair), Emily Roxworthy (Vice Chair), Sandra Smith (UCB), Susan Rivera (UCD), Grace Tonner (UCI), Rudi Ortiz (UCM), Anthony Davis (UCSD), Janet Shim (UCSF), Janice Tsoh (UCSF-alternate), David Lopez-Carr (UCSC), William Jacob (Ex Officio-Council Vice Chair), Eric Zarate (Analyst), Susan Carlson (Vice Provost), Kate Jeffrey (Coordinator), Janet Lockwood (Manager), and John Geidt (Guest)

I. Chair's Report/Announcements/Updates

Academic Council

Chair Manuela Martins-Green briefed members on the October 3 Academic Council meeting, and provided the following updates:

- In response to a fatal laboratory incident at UCLA, more stringent policies related to laboratory safety will be put in place at all campuses.
- Campus Climate Surveys will take place systemwide between October 29 and February 15. Each campus determined its own survey timeframe to maximize response. The survey takes between 13.5 and 33 minutes to complete.
- Provost Aimée Dorr, who assumed her position in July, met with the Council and presented it with an orientation to her office organization. She informed the Council that she would be focusing her efforts on decreasing the student/faculty ratio on the campuses, increasing faculty salaries, and strengthening the educational mission.
- The Robinson/Edley report, which was commissioned in response to various campus incidents, is complete, comprehensive, and ready for implementation.
- A couple of years ago, concerns regarding transparency and equity led to a systemwide rebenching model for allocation of state funds to campuses. While this model does not impinge on funding raised independently on each campus, it does standardize the state funding-per-student allotted to each campus. It is anticipated that it will take five to six years for the model to be fully implemented, with the intent of having a fully equitable system in place by the end of six years. All aspects of the rebenching model, however, are contingent upon the passing of Proposition 30 in November.
- At this time, it is unclear how Proposition 30 will fare in the upcoming election. If it does not pass, the University will have to instate an immediate tuition increase, with an additional increase to follow mid-year. If Proposition 30 fails, the Office of the President will absorb the cuts in the short term; however, campuses will begin to feel direct impact in the 2013-14 year. Strict enrollment management and debt restructuring measures will be put in place systemwide.

2011 Analysis of UC Pay Equity by Sex a status 2009-2011

Chair Martins-Green reviewed with members the current status of the Pay Equity Study Plan and the extensions received by some campuses. Committee members expressed a strong preference to keep November 15 deadline in place for campus submissions. Should other campuses have compelling reasons for being unable to meet this deadline, they should formally request an exception.

Professional Degree Supplemental Tuition Task Force

This item was not discussed at the meeting.

The Great California ShakeOut

The Committee participated in the mandatory earthquake safety drill held at UCOP.

UC ADVANCE PAID Day

This item was not discussed at the meeting.

II. Consent Calendar

Approval of the Agenda

ACTION: Members approved the agenda.

III. Overview of Committee Charge, Processes, Member Roles and Responsibilities, and Resources

DISCUSSION: Chair Martins-Green reviewed the official role of UCAAD within the Office of the President and how that role is exercised. Members noted several discrepancies between actual practiced protocol and the procedures outlined in the policy.

Committee members discussed the expectations and responsibilities involved in serving as a committee member and expressed an opinion that guidelines for faculty need to be developed. While it was agreed that all University committees need diverse membership and representation, it was also acknowledged that this requirement places a considerable burden on the relatively small contingent of underrepresented minority faculty on each campus. This issue is further complicated by the (often) junior status of minority/underrepresented faculty compared to the whole. Chair Martins-Green worked with the Committee to frame language for the UC Committee on Committees that would convey the value of increasing invitations to diverse faculty as much as possible while remaining sensitive to the very limited population of underrepresented minority faculty. The Committee recognized that limitations on committee diversity cannot be fully remedied until a broader contingent of minority/underrepresented faculty is in place at each campus. In the mean time, UC should be strategic in attempting to appoint committees that are as representative as possible. Chair Martins-Green also noted that underrepresented minority faculty should be encouraged to explore membership on committees that are “outside the box.”

IV. Executive Session

Discussion of Priority and Goal Setting for 2012-13

Note: Minutes were not recorded for this Executive Session portion of the meeting.

V. Announcements from the President’s Office

ISSUE: Vice Provost Susan Carlson explained that the President’s Climate Council appointed a small group of faculty to make recommendations about improving faculty diversity; Chair Martins-Green was a part of the group. The group came forward with a report and recommendations that circulated for review a year ago and then went out for broad consultation in the spring. The working group then put together all the systemwide responses and recently submitted a top priority list for the Council to consider. The President’s Council will be discussing the list in December.

Highlighted on the list of recommendations is the continuation and restored funding for the President's Post-Doctoral Fellowship Program, which is widely agreed to have a very positive effect on faculty diversity. The foremost recommendation asks that accountability for all diversity work be enhanced, with particular responsibility placed upon deans, chairs, and other administrative academic officials. Accountability should be more publicly available for review at all levels.

Vice Provost Carlson observed that the Regents continue to show an interest in the issue of faculty diversity. She believes that an *ad hoc* meeting on campus climate will take place at the November Regents' meeting and will focus on faculty diversity; her office is preparing to address any questions that may arise at that time. In January, the annual Faculty Diversity Sub-Report of the Accountability Report will go to the Regents. Discussion is currently underway to determine if the accountability of administrative academic personnel has been sufficiently specified in the report or if it needs to be enhanced.

The Vice Provost informed the Committee that her office has been reviewing closely how the University keeps data on international faculty as distinguished from members of U.S. minority groups. The intention is to find a better way to reflect the variety of their status. Some are not citizens, but many become citizens later and are therefore no longer international faculty. She suggested that this topic could be discussed at the next meeting to determine a more nuanced means to collect faculty data.

Vice Provost Carlson stressed that it is important for the Committee to be involved in the UC ADVANCE PAID system, which is a program sponsored by the National Science Foundation to recruit, retain and advance more women and underrepresented minority female faculty in the fields of science, technology, engineering and mathematics. She said that the project is extremely dependent on faculty buy-in and participation.

DISCUSSION: Chair Martins-Green stated that Committee supported the workgroup's recommendations and might like to see further expansion in some areas. Vice Provost Carlson noted that it would be helpful for UCAAD to come forward in support of the recommendations formally. Chair Martins-Green elaborated that the Committee has started to prepare a response to the recommendations and will present something in writing for the Council. She observed that the committee felt that considerably more specificity was needed regarding accountability; what has been requested heretofore in the diversity workgroup report has been very general.

In response to the Vice Provost's comments on UC ADVANCE PAID, Chair Martins-Green stated that the Committee was waiting for further information from the President's Office so that it could discuss the material fully at its January 10 meeting. Vice Provost Carlson remarked that it would be extremely helpful to have several UCAAD members attend the next ADVANCE roundtable on April 10 in Riverside. She mentioned that the meeting would be a full-day commitment. Chair Martins-Green agreed that the roundtable is important, particularly since this session will center around mentorship, which is something the Committee will be focusing on in year ahead.

Chair Martins-Green remarked that Sheila O'Rourke should be invited to come and speak about how to encourage mentorship programs on the campuses. Ms. O'Rourke could also advise the Committee on other ways to increase the diversity pipeline.

The Committee proposed extending an invitation to Regent Ruiz to attend the next UCAAD meeting. Chair Martins-Green agreed that it was a good idea, and that the Committee will need to undertake some preparation for that to happen.

The Committee discussed a number of changes taking place with BOARS in regard to implementation of new eligibility policies and single-score holistic view. Non-resident policies also have changed, further changing admissions patterns. The Committee suggested having a BOARS member or chair come to UCAAD meetings periodically share information. Conversely, a UCAAD member could visit occasional BOARS meetings and report back to the whole.

VI. Review of 2002 UCOP Guide to Recruitment and Retention of Faculty

DISCUSSION: Chair Martins-Green stated that the Committee is recommending an update of the 2002 UCOP Affirmative Action Guidelines. Vice Provost Carlson stated that the assistance of the Committee in that arena would be very helpful. She and Janet Lockwood carefully reviewed the 2002 document and feel that it requires a major overhaul. The Vice Provost acknowledged that the Guidelines contain some extremely valuable material, but that they must be reorganized and formatted to exist as a web document. She welcomed any interested Committee members to participate in that project. Chair Martins-Green suggested that the new Guidelines function as a live document that can be updated without having to be rewritten entirely. Vice Chair Emily Roxworthy volunteered to help with that effort, and voiced particular interest in putting the Guidelines in web-based format.

Vice Chair Roxworthy asked if the term “affirmative action” was outdated and wondered if the name of the Committee – and of related reports – perhaps should be changed. Vice Provost Carlson agreed that the term does sound dated, but noted that it is still what is in use legally. She offered that a change in terms is open for discussion.

VII. Consultation with Academic Senate Leadership

REPORT: Academic Council Vice Chair William Jacob informed the Committee about discussions that took place at the recent Regents’ meeting. He remarked that the Regents seemed largely unaware of the level of return-to-aid within UC. He stated the University is doing what it can to protect diversity and sustain support for lower income students through financial aid.

The Academic Senate would like a total remuneration study done for faculty, however, such a study is a very expensive undertaking. The Senate is exploring ways to fund such a study. The executive vice chancellors prefer to use discretionary funds for retention offers, but UCOP has proposed a three percent pay raise if Proposition 30 passes. The “loyalty penalty” at UC is far more serious for women than for men, and the three percent increase could prove to be important to preserving faculty diversity.

The Senate is also trying to develop better relationships in Sacramento; BOARS, CCGA, and UCORP will hold meetings in Sacramento and will invite legislative staff and legislators to attend.

Vice Chair Jacob shared information from a BOARS report that looked at UC eligibility in a local context, particularly at the impact on African American and Chicano/Latino students relative to the API scores at individual schools. Students who attend bi-modal schools may not benefit from the points awarded to low API schools and, therefore, may be adversely affected. Any Committee members who have information or input on ways address issues in bi-modal schools are encouraged to send it to BOARS.

REPORT: Associate Director Todd Giedt reviewed the updated functions of SharePoint, highlighting the capacity for online editing and collaboration, shared document libraries, surveys, and new document alerts. He noted that SharePoint has the advantage of being password-protected, but uses existing UC passwords, so that users do not need to create or memorize a new one. He asked that any Committee members who have two University email addresses let him know so that he could ensure that both are entered into the SharePoint system.

VIII. Systemwide Senate Review Items

Proposed Pilot for a Negotiated Salary Plan

ACTION: Committee Analyst Eric Zarate will work with Committee members to determine a one-hour window where UCAAD can discuss its response to the Salary Plan.

IX. Consultation with UCAP on Proposed Changes to APM 210.1d

ISSUE: Chair Martins-Green noted that the change intended by APM 210 is not being implemented. She reported that several faculty members throughout UC have complained that research in diversity is not given the same value as other types of research.

DISCUSSION: Currently, each campus is acting independently in regards to APM 210.1d. Chair Powell asked both UCAP and UCAAD's chairs to work with their respective committees for input as to whether the language of 210.1d should be modified, or if it should be left alone. The Committee discussed various phrasing options at length and the different implementations of APM 210.1d on the campuses. UCSB volunteered that it has incorporated supplemental language in its Red Binder that has successfully provided clarification.

The Committee decided to recommend that the language of APM 210.1d not be changed, but that each campus explicitly clarify its implementation in a document similar to UCSB's Red Binder. In the event that that UCAP decides to propose revised phrasing for 210.1d, UCAAD offered a suggested replacement text.

ACTION: Chair Martins-Green and Committee Analyst Zarate will draft a letter to the chair of UCAP with the recommendations of UCAAD for their consideration. The draft version will be circulated to the UCAAD for input and revision. The final version will be sent to the Chair of UCAP.

X. Roundtable: Campus Updates

This item was not discussed at the meeting.

XI. New Business

Reconfiguration of Undergraduate Financial Aid

REPORT: Administrative Coordinator Kate Jeffery told the Committee that she was soliciting feedback from constituent groups on the effect of tuition increases on low-income students. She explained that UC's financial aid model has a two-pronged goal of financial access (i.e., financial considerations should not be an obstacle to student enrollment) and affordability (i.e., the value of UC's education for the dollar). She noted that financial access also includes the cost of on-campus housing and supplemental programs such as study abroad.

Data shows that the percentage of low-income students at UC has been increasing. The number of middle income seems to be declining, but those numbers are questionable. To maintain current level of financial aid to students, UC will need to either increase tuition revenue or take tuition money from operational budget, which is not possible.

Financial aid is critical to the success of underrepresented minority students. Ms. Jeffrey reported that underrepresented students are more likely to borrow – and borrow greater amounts – due to having fewer “overlooked” assets and resources at their disposal. New guidelines that assess those overlooked assets would help correct this disparity by increasing the financial expectation for more affluent (traditionally non-URM) families. Furthermore, minority and underrepresented students often have lower academic performance upon entering UC; adding to their debt/workload is not conducive to their success.

ACTION: Committee Analyst Zarate will forward Ms. Jeffrey’s material to the Committee members for input. Any suggestions should be reported back to Chair Martins-Green and copied to Committee Analyst Zarate.

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

Attest: Manuela Martins-Green, UCAAD Chair
Prepared by: Fredye Harms