

UNIVERSITY OF CALIFORNIA**ACADEMIC SENATE**
UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY
October 20, 2006 Meeting Minutes

Attending: Gibor Basri, Chair (UCB), Pauline Yahr, Vice-Chair, (UCI), Nancy Beckage (UCR), Theodore Chan (UCSD), Bruce Haynes (UCD), Susan Stonich (UCSB), Michael Winter (UCSF), Margaret Conkey (UCB), Colin Wilson (UCLA), Brianne Davila, (Graduate Student, UCSB), John Oakley (Senate Chair), Michael Brown (Senate Vice Chair), Maria Bertero-Barcelo (Senate Executive Director), Sheila O'Rourke (Executive Director, Academic Compliance), Susanne Kauer (Coordinator, Graduate Diversity), Michael LaBriola (Senate Analyst)

I. Announcements by the UCAAD Chair – Gibor Basri

Chair Basri welcomed members and reviewed the charge of the committee.

UCAAD's continuing efforts to gain a seat on the Academic Council took a big leap forward at the end of last year, when Council voted to invite the UCAAD Chair to sit on Council as a non-voting guest through the 2006-2007 academic year. UCAAD's seat will be evaluated for permanency at the end of 06-07.

II. Consent Calendar

- UCAAD minutes of April 10, 2006
- Proposed Senate Bylaw 16 – Executive Director

Action: UCAAD adopted the consent calendar.

III. The Impact of Proposition 209 on the University

UCAAD Chair Basri reported that the Board of Regents created a Study Group, co-chaired by Chair of the Regents Gerald Parsky and UC Provost Rory Hume, to conduct a comprehensive assessment of University diversity, ten years after the passage of Proposition 209. Proposition 209 was a ballot initiative passed by California voters in 1996, which prohibits public institutions from discriminating in hiring or education on the basis of race or gender. The Regents have asked the Senate for input, and Council has suggested that the Senate response might be coordinated by UCAAD. Senate Chair John Oakley and Vice Chair Michael Brown are also members of the Regent's Study Group.

Graduate Diversity Coordinator Susanne Kauer reported that the Study Group would consist of individual teams assigned to investigate specific areas, including undergraduate admissions and enrollment, graduate student diversity, faculty diversity, legal issues, and campus climate. The Study Group was tentatively scheduled to present its report at a spring meeting of the Board.

In addition, the Chief Justice Earl Warren Institute on Race, Ethnicity and Diversity at UC Berkeley was hosting a symposium on October 27 to discuss Proposition 209—*Equal Opportunity in Higher Education: Proposition 209 – Past and Future*.

UCAAD members reviewed a letter from Council outlining possible questions related to the effect of Prop 209 on admissions policy, student and faculty diversity, and recruitment, retention and morale, which would fall under the charge and expertise of various Senate committees.

Coordinator Kauer noted that UCOP possessed data on trends in undergraduate admissions and enrollments since Proposition 209. She said UCOP also had data on enrollment and graduation

of graduate and professional school students. She said there was no systemwide unduplicated application and admission data, however, because each campus kept its own records.

UCAAD members noted that Senate efforts should focus on existing reports and data, rather than to reproduce past data-gathering efforts. UCAAD could help organize and catalyze the Senate effort by ensuring that Senate committees and others were assembling the most relevant information. The President's Task Force on Faculty Diversity recently released a large amount of data on the hiring, retention, and promotion of a diverse faculty; UCAAD's 2005 [*Report on Diversity in Graduate and Professional School Admissions*](#) included data on graduate diversity issues; and several studies were scheduled to be presented at the Proposition 209 symposium.

UCAAD members noted that the University's diversity problems are well known. UC students and faculty do not reflect the population of the state of California, and enrollments of African American and Hispanic students particularly, continue to lag in comparison to their populations. Although UC has recovered to pre-209 levels in some areas, those levels were already low, while California has continued to diversify. One member remarked that it was impossible to step into a moving stream twice at the same place; California's changing demographics is the stream.

Members remarked that Prop 209 had not achieved what it was designed to do. It ostensibly prohibits discrimination, but it has not been employed in an effort to stop discrimination that negatively effects underrepresented minorities. Because Proposition 209 prohibits the University from taking positive steps to help people of color, it reinforces societal preferences already in existence. The Senate should propose actions and solutions, based on best practices, to promote meaningful changes to UC outreach, admissions, and faculty hiring practices. Perhaps additional graphs and data are not needed.

Members noted that as currently practiced; Prop 209 constrains UC's ability to compete for the most qualified minority students, particularly those from high API schools. Prop 209 prohibits UC from offering race conscious grants and aid to attract promising underrepresented minority students. As a result, UC is forced to depend on minority applicants from lower API schools, and is out-competed for the best minority students by highly selective private institutions that are not required to follow 209. It was noted that the Senate should investigate *why* underrepresented minority students choose other schools, not which schools they ultimately attend, and whether that behavior can be traced to 209. In addition, what recruitment tools are UC's competing institutions using that UC is prohibited from using?

UCAAD members noted that faculty play a key role in both the graduate admissions process and the faculty recruitment process through their participation on admissions and search committees. However, many faculty are intimidated by Proposition 209 and unsure of its legal boundaries. There should be an effort to inform faculty about what is permissible. A survey could provide clues to the most common misperceptions. Perhaps most importantly, faculty who care about diversity must educate their colleagues and get others involved at the grassroots level.

It was suggested that UCAAD assemble and study recent campus climate surveys to assess the impact of Proposition 209 on the morale of students and faculty. The University of California Undergraduate Experiences Survey (UCUES) may also have data linking diversity and climate. Finding good retention data is sometimes problematic, however, because outside offers are not always reported, and unhappy faculty and students often simply leave. One of the recommendations of the President's Task Force is for campuses to make greater use of exit surveys. UCAAD could try to compile data from these surveys.

In addition, UCAAD agreed to help monitor the implementation of the President's Task Force on Faculty Diversity. (**Minutes Section V**) and will continue to monitor the implementation of APM 210, 240 and 245. It was suggested that UCAAD write an additional executive summary of the Task Force report, focused on Proposition 209.

Other comments from UCAAD members included:

- The Senate and University should take a clear, vocal stand in favor of affirmative action and the repeal of Proposition 209.
- In considering strategies for improving faculty and student diversity, the Senate and University should more aggressively explore the legal limits of 209.
- The Senate should emphasize the relationship of diversity to research creativity, excellence, and the type of research California needs in the 21st century.
- The Senate should consider what the University's best practices for diversity decision-making would be if Proposition 209 were abolished.
- Rising tuition rates have a disproportional effect on underrepresented minority students.

Action: UCAAD members should read the committee's 2005 [*Report on Diversity in Graduate School Admissions*](#) and email the listserve with additional ideas.

IV. Report from the Senate Chair and Vice Chair – *John Oakley and Michael Brown*

Senate Chair John Oakley thanked UCAAD members for their volunteer service to the Senate. He said systemwide committees channel their initiatives through the Academic Council, which communicates the views of the Faculty in one voice to The Regents and the Administration. He said the work of committees like UCAAD is essential to the Senate's role in shared governance. He encouraged UCAAD members to communicate with their local committees about systemwide issues, and in turn, to share local concerns with UCAAD.

Chair Oakley said he supported Council's decision to add UCAAD as a guest member for 2006-07, and he expects UCAAD's continuing membership to be formalized at the end of the year. The chair said he was stirred by Chancellor Henry Yang's remark at the Faculty Diversity Summit that the promotion of diversity is a recurring task that has to be constantly revisited. Similarly, UCAAD's mission is to be a conduit of recurring concern about UC's inclusiveness.

Chair Oakley said UC is engaged in a new partnership (known as the 10+10 alliance) with ten Chinese research universities who want to emulate UC's success, its culture of innovation and collaboration, and its concern for academic freedom. However, the diversity of California is going to be the key strength that keeps it ahead of China intellectually. Diversity is not just an egalitarian concern; it is integral to excellence.

Vice Chair Brown noted that attitudes about inclusiveness and diversity are undergoing a sea change in the University community. He said there is a growing concern that the University is not adequately representing the population of California. The Senate has to seize the ideal opportunity it faces to advance the public mission of the University as it relates to inclusiveness. He said UCAAD will not be alone in those efforts, because the Senate leadership is also committed to change. The vice chair noted that UCAAD should consider the ultimate audience of The Regents as it develops strategies and recommendations around Prop 209. He added that UCAAD can request more meetings if they are necessary to accomplish its goals.

Chair Oakley encouraged UCAAD to strive for an inclusive viewpoint in discussing the Regent's Study Group. He said faculty and other UC constituencies share fundamentally different

perceptions about diversity, affirmative action, and Proposition 209. He said he hoped UCAAD would help guide Council on how to engage the issue and what the Senate's position should be in relation to that intellectual divide. There are deep political and philosophical issues at the heart of the debate— notions of a color blind society, and the reality of a country still dealing with the legacy of slavery and segregation. Chair Basri said he believes UCAAD should not attempt to engage the Senate or The Regents in a debate of philosophical and political questions.

V. Message from the Academic Senate Executive Director – *María Bertero-Barceló*

Executive Director Bertero-Barceló reported that the mission of her office is to help the faculty and the Senate meet their academic and administrative missions. She said the role of the committee analyst is to prepare agendas, to draft minutes, responses and reports, to share institutional knowledge and help ensure proper protocol.

The executive director encouraged student representatives to actively participate in meetings, and she urged UCAAD to keep local committees and divisional Senate chairs informed about UCAAD's agendas and activities. She said the Senate allotted committees a certain number of meetings based on past needs, but committees could request additional resources.

Finally, she encouraged UCAAD to schedule executive sessions, and she noted that a new UCOP policy requires travelers to submit expense receipts within 21 days.

IV. Consultation with UCOP – *Sheila O'Rourke and Susanne Kauer*

UCAAD's longtime consultant Sheila O'Rourke reported that she had taken a new position— Acting Assistant Vice President for Academic Advancement. Her interim replacement, Sharon Washington, will join UCAAD meetings for the remainder of the year. Graduate Diversity Coordinator Susanne Kauer will also be available to consult on graduate diversity issues.

Coordinator Kauer said she coordinates campus reporting for graduate and professional student academic preparation educational outreach (SAPEP). She also works with various academic career development [fellowship programs](#) for graduate students and the California Forum for Diversity in Graduate Education. She said she is also part of a systemwide policy initiative to add diversity language to graduate applications.

Director O'Rourke noted that the UCB Chancellor's postdoctoral fellowship program had recently been added to the hiring incentive for the [President's Postdoctoral Fellowship Program](#), which had hired 46 faculty over the last four years. She distributed copies of the Affirmative Action [Affirmative Action Guidelines](#) for the Recruitment and Retention of Faculty.

V. Implementation of the President's Task Force on Faculty Diversity

At the September Academic Council meeting, Chair Basri asked President Dynes about the University's plans for implementing the recommendations of the [President's Task Force on Faculty Diversity](#). The president responded that campuses are expected to submit a progress report at the end of the year, and that UCAAD's involvement in monitoring the implementation efforts would be welcome.

UCAAD members viewed slides summarizing the Task Force's recommendations for promoting and instituting change in the areas of *Leadership, Academic Planning, Resource Allocation and Faculty Rewards, Faculty Recruitment and Retention, and Accountability*. Chair Basri asked members to schedule a meeting with their Executive Vice Chancellors to identify the person in

charge of the campus response to the recommendations of the President's Task Force. He said members should then present that person with a series of questions about how the campus is planning to implement the specific recommendations of the Task Force, and note that UCAAD would follow up within one year.

Leadership: The President's Task Force recommended that campuses send a message of institutional commitment to diversity by appointing a high level academic administrator charged with faculty diversity, by supporting effective diversity advisory committees, and by maintaining effective systems for evaluating the diversity records of administrators. UCAAD members will ask campuses to identify and define the role of their diversity representative, including their level of input into the FTE allocation process; the systems in place to implement and enforce APM 240 and 245; and how campuses define an effective diversity advisory committee. (Council forwarded [UCAAD's recommendations](#) for diversity committees to campuses earlier in 2006.)

Academic Planning: The Task Force recommended that campuses incorporate diversity into academic planning at every level—faculty hiring, research agendas, curricular development, program reviews, and graduate and postdoctoral appointments. UCAAD members will ask campuses to define the process for including diversity in the academic plan, in regular departmental reviews, and in reviews of MRUs and ORUs, and to identify the person charged with evaluating diversity in those areas.

Resource Allocation and Faculty Rewards: The Task Force recommended that campuses integrate diversity into their resource allocation practices. UCAAD members will ask campuses to define their plan for incorporating diversity into resource allocation practices and incentives, including FTE allocation, as well as target of opportunity and postdoctoral fellowship programs. Campuses should also identify plans for implementing and enforcing APM 210.

Faculty Recruitment and Retention: The Task Force recommended that campuses do more through their recruitment, retention and hiring practices to promote diversity. UCAAD members will ask campuses to define the role of diversity in recruitment, retention and hiring practices; whether diversity is a part of faculty search committee training; how campuses are employing *effective* mentoring programs to improve retention and climate; and how data on searches, underutilization, and retention are collected and who had access to that data.

Accountability: The Task Force recommended new diversity accountability structures for academic administrators—annual reporting and monitoring, increased institutional incentives for diversity efforts, and the use of instruments like climate surveys and exit interviews to assess diversity. UCAAD members will ask campuses to define their processes for annual reporting of diversity goals and results; how progress is assessed and monitored; who is ultimately accountable; and what rewards and consequences exist for meeting or not meeting targets.

Members suggested that UCAAD share campus best practices so they can go to meetings armed with specific examples of things other campuses are doing—for instance, best practices for high-level diversity officers. Some members thought it would be useful to develop a template questionnaire and to request written responses to have something formal for the record.

At the end of the year, UCAAD will develop a report card detailing the actions each campus took. Members were concerned that there would be no real consequences for campuses that did not take steps to implement the recommendations. They agreed that following up with campuses on the recommendations had to be an ongoing project.

Action: UCAAD will request a letter from the Senate chair asking EVCs to work with UCAAD. UCAAD members will schedule a meeting with their EVC.

Action: Members will ask their deans to present the Task Force PowerPoint to their faculty, and their Senate Executive Council to include the Task Force report on a future agenda.

VI. Campus Reports

San Diego: UCSD's representative reported that Chief Diversity Officer Jorge Huerta had formed a work group to discuss implementation of the President's Task Force report. CAAD is discussing implementation of the modifications to APM 210, and is considering, in conjunction with CAP, modifications to the Bio-Bib form to include diversity language. Finally, the committee is considering ways to integrate diversity concerns into MRU and ORU proposals and reviews.

Davis: Associate Executive Vice Chancellor Rahim Reed is forming a campus task force to respond to the President's Task Force report. CAAD is also crafting its own response to the Task Force, and is considering implementation of the modification to APM 210.

Los Angeles: CODEO is working with the UCLA Committee on Disability to improve campus accessibility. These efforts included the development of an online map for maneuvering around campus as a disabled person.

San Francisco: UCSF's representative reported that the committee wants UCSF to make fundamental changes to the faculty search process, including new procedures to ensure accountability at every stage of the search. The committee is also pushing for the Faculty Search Ambassador Program—a voluntary program that helps UCSF search committees consider diversity—to be mandatory.

Irvine: The UCI [Advance](#) program was an NSF funded program originally designed to promote gender equity across campus. Advance is continuing and being expanded into additional areas of diversity beyond gender equity. The new Director of ADVANCE, Doug Haynes, who served on the President's Task Force on Diversity, will be part of UCI's Academic Planning Group, which advises the EVC/Provost on FTE allocation. UCI has also formed a new diversity committee that includes representation from a number of senate committees. UCI was successful in its request for underutilization data on women and minorities to be posted on the internet.

Berkeley: SWEM is working with the Faculty Equity Office, the graduate division, and department chairs to define and implement an expanded role for the affirmative action officers who sign off on the graduate admissions search process in every department. These efforts include developing a training manual and sponsoring interactive workshops for the AAOs. Berkeley departments receive a diversity report card from the associate vice provost for faculty equity on their hiring practices. SWEM is also working to more clearly define the role of the faculty representatives it sends to participate in departmental reviews, and is reviewing new data on salary differentials and retention. SWEM's guide for the [Advancement and Promotion of Junior Faculty at U.C. Berkeley](#) is available online.

Riverside: Riverside representative Beckage distributed a National Academy of Sciences report on the under-representation of women in science and engineering.

VII. Systemwide Review of UCAP's Proposed Modifications to APM Policies 220-18b (4) Advancement to Step VI and Above Scale.

UCAAD reviewed UCAP's [proposed modifications](#). One member noted instances of unclear wording and grammar. The UCAP chair's letter indicates that the modifications are intended to extend the requirement of sustained excellence in Step VI reviews to teaching, but the wording itself can be interpreted to suggest that sustained excellence applies only to scholarship and creative achievement. What "sustained excellence" is modifying is unclear. In addition, faculty have different understandings of what "career review" refers to; this should be clarified.

Action: UCAAD will submit comments to Council.

VIII. UCAP's Report: "Synopsis of the Present Status of the UC Merit and Promotion System and Principles of and Policy Recommendations for UC Faculty Compensation"

UCAAD reviewed UCAP's [report](#) recommending changes to the salary scale system. There was concern that the proposal to subdivide the salary schedule for the merit and promotion process into stipends by discipline could exacerbate existing market discrepancies among disciplines, which will have a disproportionate effect on UC faculty along racial and gender lines. Some of the higher paid fields, STEM fields for instance, tend to have fewer minority and women faculty than the social sciences and humanities fields, which typically have lower pay. UCAAD felt this recommendation could compound those inequities.

Action: UCAAD will submit comments to Council.

The meeting adjourned at 4:00 PM.

Minutes prepared by Michael LaBriola
Attest: Gibor Basri