

## UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

**Notice of Meeting**  
**Thursday, October 20, 2011**  
**10:00 a.m. – 4:00 p.m.**

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

**I. Chair's Report/Announcements/Updates – Chair Meg Conkey**

- Introductions
- September 28 Academic Council Meeting
- Update on 2007 UC Faculty Salary Equity Study
- Governor's Veto of CA Senate Bill 185

**II. Consent Calendar**

- Approval of the Agenda

**ACTION REQUESTED:** *Approve the agenda as noticed.*

**III. Overview of Committee Charge, Processes, Member Roles and Responsibilities, and Resources – Chair Conkey and Members**

*Chair Conkey will provide an overview of UCAAD's charge and program review processes, and with Committee members, discuss individual roles, responsibilities, and resources.*

**IV. Announcements from the President's Office –**

*Vice Provost Susan Carlson, Academic Personnel  
Jan Corlett, Chief of Staff to the Provost*

**V. Review of Bio Bib Forms and Revision of 2002 UCOP Guide to Recruitment and Retention of Faculty – Chair Conkey and Vice Provost Susan Carlson, Academic Personnel**

*The Committee will continue to discuss the revision of the guide and input from the campuses with the ultimate goal of creating a new document that is jointly authored by the Administration and the Senate in consultation with Academic Personnel. Members will also discuss current issues associated with Evaluating Contributions to Diversity for Appointment and Promotion (APM 210) guidelines including inquiries to UCAF suggesting that by specifying that credit be given to faculty who do work to better understand inequality and not to those who work on equality diminishes the value of these faculty members and potentially raises academic freedom issues.*

- VI. Continuation of Discussion on Annual UC President’s Report to the Regents on Diversity –**  
*Chair Conkey, Jan Corlett, Chief of Staff to the Provost, Diversity Coordinator Jesse Bernal*  
*Provost Pitts has requested suggestions from the Academic Senate about specific actions and metrics that UC could initiate, at the campus or systemwide level, to foster diversity and tolerance. Members will continue discussion on metrics and specified outcomes for the report.*

**ACTION REQUESTED:** *Determine next steps.*

- VII. Consultation with the Academic Senate Leadership –**

*Robert Anderson, Academic Council Chair*

*Robert Powell, 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, 2011-12 Senate priorities, and other generally helpful information for new committee members.*

- VIII. Systemwide Senate Review Items**

**APM 200 and 205 – Recall for Academic Appointees**

<http://www.universityofcalifornia.edu/senate/underreview/RequestforAPM-200and205SystemwideReview.pdf>

*The proposed revisions respond to campus requests for revision and clarification of the existing policy for recalling retired academic appointees to active service in academic titles. Comments due November 18.*

**APM 670 – Health Sciences Compensation Plan**

<http://www.universityofcalifornia.edu/senate/underreview/APM-670RequestforSystemwideReviewandmaterials.pdf>

*These changes were proposed after a targeted “management consultation” with relevant Senate committees and administrators; they clarify certain principles such as authority levels, and adding language to provide guidelines for the assignment of Academic Programmatic Units and to bring APM – 670 into conformity with APM – 700. Comments due December 5.*

**APM 668 – Negotiated Salary Plan**

<http://www.universityofcalifornia.edu/senate/underreview/APM-668SystemwideReviewRequestandmaterials.pdf>

*This is a proposed new APM that would allow a compensation model for general campus faculty similar to the health sciences compensation plan, which would provide the option for supplementing salary with non-state resources. Comments due December 5.*

**ACTION REQUESTED:** *Compile comments for UCAAD response.*

- IX. Roundtable: Campus Updates – Committee Members**

*Members will share campus updates on diversity-related activities including: graduate applications, faculty hiring (utilization) of women and URMs, forms used for promotion and tenure review and other related efforts.*

- X. Executive Session** (members only please)
- **Priority and Goal Setting for 2011-12**

**XI. New Business**

**UCAAD 2011-12 Remaining Meeting Schedule:**

January 12, 2012 – Room 12322

April 26, 2012 – Room 5320

June 21, 2012 – Room 5320