

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

Minutes of Meeting
Thursday, October 20, 2011
10:00 a.m. – 4:00 p.m.
UCOP, 1111 Franklin Street, Oakland – Room 5320
Telephone: 510-987-9466
<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 No. 185

II. Consent Calendar

- Approval of the Agenda

ACTION: The agenda was approved as noticed.

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

Chair Conkey provided an overview of UCAAD's charge and with Committee members, discussed 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, Academic Affairs

Jan Corlett discussed her role and work in Academic Affairs, including her involvement with the Accountability Sub-Report on Diversity; the Systemwide Climate Study; the President's Council on Diversity and Inclusion, among others. She also discussed the need for inclusive, comprehensive, uniform data on diversity to properly assess diversity and climate across the campuses. She described forthcoming plans to collect this information in the fall of 2012 and the ongoing work on the survey design and establishing parameters for developing individualized action plans on the campuses following delivery of the data. She also discussed UC work on state [Assembly Bill No. 620](#) which just signed into law by the Governor.

Susan Carlson summarized information from handouts that she shared with the Committee.

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

DISCUSSION: The Committee continued the discussion 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, Academic Affairs

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.

DISCUSSION: Members continued the discussion on metrics and specified outcomes for the report. Jan Corlett noted changes in the reporting schedule to the Regents.

VII. Consultation with the Academic Senate Leadership –

Robert Anderson, Academic Council Chair

Martha Winnacker, Academic Senate Executive Director

Todd Giedt, Academic Senate Associate Director (Introduction to SharePoint)

Senate leaders provided an overview of the policies, procedures, protocols, 2011-12 Senate priorities, and other generally helpful information for new committee members.

Bob Anderson fielded questions from the Committee on various topics, including the impact of budget cuts on graduate student funding; allocation of state funding to the campuses; comprehensive review in undergraduate admissions; increase of non-resident admits and impact on student diversity; the faculty pay equity study; the search for a new Provost; among others.

VIII. Systemwide Senate Review Items – Chair Conkey

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.

ACTION: After a brief discussion, UCAAD elected not to opine.

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.

ACTION: After a brief discussion of the potential impact to salary equity and disadvantage certain disciplines, UCAAD affirmed its support of the changes with the proviso reminding units sufficiently consider the issue of equity at all junctures in the salary review process and explicitly inform eligible faculty members of how they might benefit from the policy.

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: After a brief discussion of variability factors and impact to salary equity, UCAAD affirmed its support for the new APM, with the proviso reminding units sufficiently consider the issue of equity at all junctures in the salary review process and explicitly inform eligible faculty members of the policy.

IX. Roundtable: Campus Updates – Committee Members

Members shared 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.

Davis: Impact of how APM 210 impacts promotions; electronic Bio-bib form; evaluation of undergraduate courses that contribute to diversity; campus growth initiative.

Santa Cruz: Issue of classroom climate for faculty; revising Bio-bib form; top ten list of things to consider in academic personnel reviews; faculty search/hiring workshops; use of pipeline data at various stages in search process.

Riverside: Issue of how to reconcile 87% minority undergraduate enrollment with unresponsive institutional faculty culture.

San Francisco: Operational Excellence; realignment of campus Affirmative Action office; APM 210 implementation; analysis of faculty salaries; enrollment of minority candidates drop in relation to tuition increases and budget cuts; federal audit ongoing.

Santa Barbara: Milestone of 40% minority undergraduate enrollment reached this year; issues associated with APM 210 implementation.

Berkeley: Challenge of increasing number of women undergraduates in COE; challenge of retaining and recruiting women and ethnic minorities within the constraints of Prop 209.

X. Executive Session (members only please)

- **Priority and Goal Setting for 2011-12**
 - Move forward with Climate Study
 - Develop response to Pay Equity study
 - Advance the integration of APM 210
 - Advocate for full funding of President’s Post-doc program
 - Statement on the cost budget cuts to diversity
 - LGBT self-censoring
 - Support 6th and 9th circuit court cases challenging constitutionality of Prop 209 (invite OGC to explain legal issues)

Adjournment:

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

Attest: Margaret Conkey, UCAAD Chair
Prepared by Eric Zárate, Committee Analyst

UCAAD 2011-12 Remaining Meeting Schedule:

January 12, 2012 – Room 12322
April 26, 2012 – iLink
June 21, 2012 – Room 5320