

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

Minutes of Meeting**Thursday, October 21, 2010****10:00 a.m. – 4:00 p.m.****UCOP, 1111 Franklin Street, Oakland – Room 12322****Telephone: 510-987-9466**<http://www.universityofcalifornia.edu/senate/>**I. Chair's Report/Announcements/Updates – Chair Francis Lu**

- Introductions
- September 29 Academic Council Meeting
- Substitute for October 27 Academic Council Meeting
- Alternate Meeting Date for January 27, 2011 UCAAD Meeting: January 13, 2010 was selected as a possible alternate date.

II. Consent Calendar

- Approval of the Agenda

ACTION: The agenda was approved as presented.

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

DISCUSSION: Chair Lu provided 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

Interim Executive Director Pat Price, Academic Personnel

DISCUSSION: Vice Provost Susan Carlson briefly described the key functions of the UCOP Academic Personnel office. She provided an update on new UCOP funding incentives for campuses to hire President's/ Chancellor's Post-doctoral Scholars for open faculty positions. One member noted the importance of the programs to diversifying the pipeline for future UC faculty. In other updates, she announced that Academic Personnel is looking at ways to collect data from the campuses on ladder-rank faculty searches with a focus on long-term faculty diversity goals. Her office is also working on a couple of NSF grant proposals to help advance faculty diversity Systemwide. Chair Lu discussed the topic of how UCAAP and UCAP might work together to get some traction on the implementation of APM 210 – Evaluating Contributions to Diversity for Appointment and Promotion. Chair Lu would once again like to engage Council and the campus CAPs on this issue this year. One member suggested that UCAAD might make a recommendation to Council regarding the adoption of Berkeley's

diversity “check box” on APM forms used by the other campuses. It was agreed that we need to first check with Susan Carlson if ever adopted by UCOP as an official document. Chair Lu also reviewed the document on AA guidelines on faculty recruitment from 2001.

V. 2007 UC Faculty Salary Equity Study – Chair Lu, Emerita Professor Pauline Yahr

DISCUSSION: Emerita Professor Pauline Yahr, who has agreed to work with the Academic Personnel Office on completing the 2007 UC Faculty Salary Equity Study, updated the Committee on where she is with her work on completing the study and entertained questions from the committee. She also described a summary that she has prepared based on representational data provided UCOP as reported to federal agencies. The data suggests that UC is not moving forward on gender diversity at the rate that women are entering higher education today. Prof. Yahr hopes to complete the study by the next UCAAD meeting.

VI. Consultation with the Academic Senate Leadership –

Daniel Simmons, Academic Council Chair

Robert Anderson, Academic Council Vice Chair

Martha Winnacker, Academic Senate Executive Director

DISCUSSION: Senate leaders provided an overview of the policies, procedures, protocols, 2010-11 Senate priorities, and other generally helpful information for new committee members.

Executive Director Martha Winnacker thanked members for their service briefly mentioned two high profile initiatives, namely the formation of the President’s Council on Diversity and the convening of similar bodies by the same name on the campuses. She reminded members about Senate By-law 40 regarding established procedures/protocols for communications to the President and the Regents. She also offered the help of the Senate office to members with regard to travel and other matters. Several members commented on the lack of diversity in the composition of Systemwide and divisional Senate committees. Chair Winnacker suggested that UCAAD could ask Council to request diversity data on the composition of committees from UCOC and divisional directors. Members also noted the issue of URM’s disproportionately tapped for Senate service, often to the detriment of their professional advancement. UCAAD also discussed making a formal recommendation that the Academic Council encourage UCAAD representatives, Division Chairs and local COCs work together on this matter.

Chair Dan Simmons announced that the search for a new Chancellor at Merced is underway and he invited nominations of qualified individuals. With regard to the PEB discussion, he noted that the “integrated plan” described in the addenda is now more or less off the table. He noted that UCAAD’s comments on the “downsizing” resolution” are really needed particularly with regard to structural changes and diversifying the faculty.

Vice Chair Robert Anderson briefed the Committee issues on the major issues coming before the Senate this year. It will important for UCAAD to look at the impact to diversity of reductions to the number of faculty. He also discussed the “transfer” issue; the passage of two legislative bills; the potential effects on student diversity; and the perception by state legislators that this is a problem. In other updates, he described new guidelines for submitting resolutions to Council.

VII. Campus Climate in the Wake of Recent Wave of LGBTQI-related Suicides of Teens and College Students – Chair Lu

ISSUE: The deaths of at least five teens and college students who killed themselves apparently in response to homophobic bullying and harassment by their classmates has sparked national outrage and raised questions about what colleges and universities can do to promote respect, civility and privacy on campus and in particular as these relate to social media and the Internet. The deaths of these students has also put the spotlight on campus efforts to better educate students on civil behavior and how to live and learn with people who have sexual and gender identities different from their own. It has also drawn attention for the need to incorporate anti-bullying clauses in codes for student conduct.

DISCUSSION: Vice Chair Anderson described anti-gay incidents at UCR and UCI last year and the need for more visibility and explicit consideration on LGBTQI issues. One member commented on the continuum of what constitutes a healthy campus climate from structural types of issues to ones more interpersonal in nature. Vice Chair Conkey could express opinion that the campuses and campus climate groups reinvigorate efforts and be explicit in the support of the LGBTQI community, e.g., include anti-bullying clauses in student conduct codes, for example.

ACTION: UCAAD agreed to send a letter to Council expressing its opinion that the campuses and campus climate councils reinvigorate and be explicit in their efforts in support of the LGBTQI community.

VIII. Continuation of Discussion on Annual UC President’s Report to the Regents on Diversity – Jan Corlett, Chief of Staff to the Provost, Diversity Coordinator Jesse Bernal

ISSUE: The first Accountability Sub-Report on Diversity was presented to the Regents last fall. Provost Pitts has requested suggestions from the Academic Senate about specific actions that UC could initiate, at the campus or Systemwide level, to foster diversity and tolerance. Jan Corlett previously discussed with members the need for more faculty/staff metrics as well as a dedicated survey to measure campus climate for faculty/staff is needed. The metrics should be measureable and easily accessible. Members will continue discussion on metrics and specified outcomes for the report, the inclusion of the Health Sciences, and updating of the 2008 Faculty Diversity in the Health Sciences Report.

DISCUSSION: Coordinator Jesse Bernal described the rapid-response team formed at one campus as an institutionalized way of responding to these types of high profile incidents. There was some discussion on what happens next now that the report has been issued. He clarified the charges of the Climate Councils that have been convened recently on the campuses and Systemwide. He will also send members a draft of Lavender Report.)

IX. Systemwide Review: Post-Employment Benefits – Chair Lu

ISSUE: Academic Council Chair Simmons has requested formal comment on two proposed sets of changes in post-employment benefits recommended by the President’s Task Force on Post-Employment Benefits (PEB). President Yudof also has agreed to consider a third option, described in the Dissenting Statement authored by the faculty and staff members of the PEB work groups. Chair Simmons’ letter, with hyperlinks to all of the materials, is pasted below, and a PDF version of the letter also is attached. In addition, this material is posted on the Senate website. While formal, written comment is due by Monday, November 8, Chair Simmons requests preliminary comment, if possible, by October 22 in order to inform the discussion of the issue at the November Regents’ meeting.

DISCUSSION: Members questioned if there are ways to evaluate the potential impact of the various options on diversity? Varying adverse impacts to most staff and junior faculty of Options B and C. Option C impacts are negligible. As a way to reduce costs, the integration of Social Security/ integrated plans is based flawed assumptions. Uniform payout/age-factor benefit with graduated or bifurcated pay-in/contribution? Vice Chair Conkey suggested that UCAAD could draw attention to different impacts and on adverse consequences that the various plans will on junior faculty and on the retention and recruitment of URM and women.

ACTION: The committee agreed to endorse the UCFW resolution, reiterate total remuneration issue from UCPB, and need to adequately inform junior faculty of the potential long-term impact of these options; and concern about negative impacts to recruitment and retention of URM and women.

New Item Systemwide Review: Council Recommendation and UCLA Statement on the Future of the University – Chair Lu

ISSUE: Academic Council Chair Simmons has requested formal comment on two documents regarding the future of the University of California. The first was a recommendation from the Academic Council to the UC Commission on the Future, which was narrowly approved by Council. The second is a Statement of Academic Senate Values and Recommendations, which was developed by the UCLA division. These documents will be part of an ongoing process of reflection engaged in by the Senate over the course of the next academic year and used to fashion a comprehensive statement of values with specific recommendations for charting the next several years.

DISCUSSION: One member floated the idea of redistributing the faculty from other campuses to UC Merced and the types of economic incentives that could induce faculty to voluntarily relocate. Others recommended that each and every step, the issue of diversity needs to be incorporated and should involve consultation with UCAAD. Vice Chair Meg Conkey also suggested that the role of the Merced and Riverside campuses in advancing diversity consonant with UC goals and that these two campuses be given special consideration to across the board cuts could be incorporated in the letter to Council. Also point out UCLA statement mentions diversity and Council statement does not as a way that the Council statement could be improved upon.

ACTION: UCAAD agreed to send a letter to Council on the downsizing resolution that mentions the special role that the Merced and Riverside campuses play in advancing diversity and that these two campuses be granted special consideration when it comes to making across-the-board Systemwide cuts.

X. Systemwide Review: Proposed Revisions to APM 010 and 015 – Chair Lu and Members

ISSUE: The University Committee on Academic Freedom (UCAAF) has proposed the changes (drafted by the Davis division) in response to recent court decisions that have narrowed the scope of academic freedom by threatening the freedom of faculty to express opinions on institutional policy, which could in turn limit the effectiveness of shared governance. Specifically, the courts held that opinions expressed on institutional policy are not protected by principles of academic freedom. Last spring, the Academic Council voted to send the proposed amendments for Systemwide review. Comments are due by January 14, 2011.

ACTION: After a brief discussion, the committee agreed to unanimously support the proposed changes.

XI. Roundtable: Campus Updates – Committee Members

Due to time constraints, this item was postponed.

XII. Executive Session (members only please)

- **Priority and Goal Setting for 2010-11**

Due to time constraints, this item was postponed.

XV. New Business

There were no new business items.

Adjournment:

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

Attest: Francis Lu, Chair
Prepared by Eric Zárate, Committee Analyst

UCAAD 2010-11 Remaining Meeting Schedule:

January 13, 2011 – Room 11326
March 17, 2011 – Room 5320
May 19, 2001 – Room 5320