UNIVERSITY OF CALIFORNIA   ACADEMIC SENATE
    UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

Minutes of Meeting
October 25, 2007

I.   Welcome, Introductions, and Chair's Announcements
    Pauline Yahr, UCAAD Chair
    Members
Following member introductions, Chair Yahr outlined some goals for the committee this
year, including maintaining the momentum generated by the diversity statement and the
amended APMs and refocusing that energy into implementation and localized action.
Other goals are discussed under Item III below.

II.   Consent Calendar
    1. Minutes of meeting of May 4, 2007
    2. 2006-07 UCAAD Annual Report
ACTION: The consent calendar was approved as noticed.

III.   Carry-Over Issues from UCAAD 2006-07 and Goals for UCAAD 2007-08
    Pauline Yahr, UCAAD Chair
    1. <u>Promulgating APMs 210, 240, and 245</u>
        DISCUSSION: While some campuses now have a place to indicate diversity-
        related activities on "bio-bibs", there seems to be no incentive for faculty to do so.
        Other campuses have no such listing, while still others have department-specific
        advancement reporting procedures that further obfuscate the uniform inclusion of
        diversity-related activities sought by the APMs.
    2. <u>Incorporating Diversity Awareness into All Campus and Systemwide Senate
        Committees</u>
        ISSUE: All levels and committees must be encouraged/required to include
        diversity awareness, not just those with obvious diversity connections. For
        example, planning and budget committees should include diversity awareness in
        FTE planning, and graduate councils should include it in their discussions of
        pipeline concerns. Irvine has amended nearly all campus committee bylaws to
        include diversity awareness (see distribution 1). Irvine also successfully
        petitioned to have organized research unit (ORU) review committees request
        diversity data, and academic reviewers are given utilization data as another
        metric.
        DISCUSSION: Members noted that other campuses have similar requirements, but
        again observed the lack of impetus for compliance. Members also stated that
        these reports are given to deans and search committees, but that the data are often
        cumbersome and only one-time synopses, rather than longitudinal analyses
        showing progress or regress. These statistical obstacles are exacerbated by
        inconsistent data gathering and analytical processes; to wit, bioengineering may
        be classified as either biology or engineering, depending on the campus, which
        makes meaningful cross-campus comparison difficult.

Members also noted perceptual concerns regarding the pipeline, and discussed differences in search committee and hiring procedures among the campuses. It was agreed, though, that given the looming generational turnover, the present presents a unique opportunity to redress previous shortcomings. Prioritizing diversity, though, especially among audiences without vested interests, remains a challenge.

3. Incorporating Data on Diversity and Equity into Strategic Plans and Program and Departmental Reviews

    DISCUSSION: In addition to many of the concerns raised in number 2 above, members queried how health sciences include diversity. UCSF includes a self-study, but most health sciences programs are reviewed by outside, professional bodies that do not track fully diversity statistics.

    Members also asked for advice on how to secure a seat for diversity advocates on divisional executive councils. Chair Yahr referred members to Irvine's CAP FAQ page regarding the amended APM 210. (See also Distribution 2.)

4. Distributing Annual Statistical Reports to Administration and Faculty – Eliminating Underutilization

    DISCUSSION: While methodological questions regarding the collection and analysis of data need to be addressed, the goal is to arm allies so they can come out of the "advocacy closet."

5. Distributing Annual Statistical Reports to Administration and Faculty – Remediating Pay Equity Issues

    ISSUE: Data on pay equity must flow both downward and outward, not just upward. Comprehensive systemwide data is needed in addition to clear and accessible campus data.

    DISCUSSION: While members were uniformly supportive of the goal, many had questions as to how to avoid the same methodological pitfalls that limit the utility of extant data. Some systemwide data are available, but it is not necessarily internally consistent among the individual campuses. Indeed, there may be ten different human resources databases with ten different software programs and codes; reconciling statistical anomalies and coding inconsistencies may make such an undertaking too labor-intensive to be productive.

    ACTION: Chair Yahr will investigate the difficulties of generating consistent systemwide pay equity data prior to launching a comprehensive study.

6. Changing Committee Name from "Affirmative Action and Diversity" to "Equity and Diversity"?

    DISCUSSION: Members agreed that the term "affirmative action" carries negative connotations to many and that an alternative should be explored.

    ACTION: Members will brainstorm alternate names to be considered at the committee's next meeting.

IV. **Consultation with Academic Senate Leadership**
    Michael T. Brown, Academic Senate Chair
    Mary Croughan, Academic Senate Vice Chair
    María Bertero-Barceló, Executive Director, Systemwide Academic Senate

Chair Brown summarized his role in the Senate and the role of shared governance in university administration. He also noted that the Regents' study groups' reports on university diversity are nearly finalized. He extolled members to be active in the committee and to report back to their campus counterpart committees the actions and undertakings of the systemwide body. Finally, he provided an overview of several items the Senate expects to evaluate during the coming year, such as budgetary concerns, the Education Abroad Program review, differential and professional school fees, restructuring at the Office of the President, and the presidential search. On the last, Chair Brown outlined both his and Vice Chair Croughan's roles on the academic advisory committee convened by the Regents, emphasizing their commitment to seeing a renowned academic with impeccable management credentials brought on board.

Vice Chair Croughan provided an update on the new faculty salary scales, which will be retroactive to October 1, 2007. Of particular note is the increase both in range and base for general campus faculty. At the end of the four-year implementation cycle, income should increase by 8-12%, depending on where one was in relation to the new scales.

Executive Director Bertero-Barceló outlined the Senate's website posting policies, mentioned the Senate newsletter, *The Senate Source*, and emphasized the importance of following travel policies for timely reimbursement.

DISCUSSION: Members inquired as to recruitment efforts for underrepresented minorities (URMs) and how this intersects with the new salary scales. Vice Chair Croughan indicated that morale, recruitment, and retention were all considered during the deliberations on the scale adjustments. Further, a loan forgiveness program for URMs has been piloted at UCSF, though the impact of Prop 209 on the program is unclear as yet. Other issues to consider include that UC typically hires from outside of the University and that lateral and internal transfers also serve to mask the issue.

V.   Continuation of Item III (UCAAD Goals and Issues)
        Pauline Yahr, UCAAD Chair
*See Item III above.

VI.   Consultation with the Office of the President
        Sheila O'Rourke, Assistant Vice Provost, Equity and Diversity
        Susanne Kauer, Coordinator, Graduate Diversity
   1. President's Faculty Diversity Task Force: Campus Progress Reports and Implementation Strategies
      The progress reports have been collected and publication/dissemination issues are being resolved. Generally, the reports indicated positive results, and many include FTE set-asides for equity considerations and cluster hires.
   2. Underutilization Data Usage
      *See Item III above.
   3. Summary of Presentation to the Regents on Diversity, the "Overview Report" of the Study Group on University Diversity, and the Regents' Diversity Policy
      Faculty participation in the reports was highly valued. Coordinator Kauer provided a summary of the presentation and the findings of the subgroup that

focused on graduate and professional school student diversity (see distributions 3-5).

DISCUSSION: Members applauded the work of the study groups, but voiced caution over the need to better educate and advertise to the faculty at large as to the benefits of increased diversity in each and every department. However, because this work comes with the Regents' imprimatur, it is hoped that the rest will soon follow.

AVP O'Rourke also updated the committee on the success of the President's Post-Doctoral Fellowship Program as well as on an NSF grant, Partnerships for Adaptation, Implementation and Dissemination (PAID), received by the southern campuses to help train deans and provosts to include diversity considerations in faculty hiring through a program called "Leading Through Diversity- Partnerships for Faculty Equity and Diversity."

VII.   Follow-Up Discussion, Planning, and Member Business
Chair Yahr first directed the committee to issues currently out for systemwide review:

- BOARS' Eligibility Reform Proposal
  ISSUE: The Board of Admissions and Relations with Schools (BOARS) has proposed reforming UC's standards to broaden the scope of students eligible for comprehensive review, not admission.
  DISCUSSION: Members queried as to the rationale of removing the SAT II. Senate Chair Brown (also a former BOARS chair) indicated that some students do not take it, due to financial considerations, poor academic advising, or other reasons. Also, the predictive validity of the test provides no additional insight when measured against other examinations. Members also asked how the demographic profile of UC-eligible students might change under the proposal. It was explained that only the number of Asian American students did not increase under the models, but those students were already included in the eligible category. Further, rural student eligibility is expected to increase. Finally, the student representatives inquired as to the possibility of over-weighting remaining elements in the eligibility calculation. No definitive answer could be provided.
  ACTION: UCAAD will endorse the reform proposal with the caveat that unintended consequences not become manifest.
- Proposed Amendments to SR 636
  ISSUE: UCOPE submitted these amendments to cap class sizes for ELWR courses and to remove the names of specific tests from the regulation.
  DISCUSSION: Members queried as to the accuracy of the resource guarantees cited in the background materials.
  ACTION: UCAAD will endorse both the class-size cap, resource guarantees permitting, and the removal of specific test names.
- Role of GSIs in University Instruction
  ACTION: UCAAD elected not to opine on this item.
- Proposed Rescission of SR 458
  ISSUE: Current regulations allow students from Japan and China (only) to substitute local classes for standard a-g admission requirements. The proposal is

to remove this regulation and put all international students at the same starting place.

ACTION: UCAAD will support the rescission of SR 458.

Following the insightful participation of the student representatives, the committee considered exercising its option to allow them to vote when appropriate. (See 2007-08 Guidelines for Senatewide Senate Committees [Section VI. Student Representatives](#).)
ACTION: Members elected to allow UCAAD's student representatives to vote on non-executive decisions.

Finally, Chair Yahr proposed collecting and debunking common phrases that usurp diversity, such as "It's the pipeline," and "We need to focus on quality." Members added:
- ❖ "It's a problem everywhere."
- ❖ "It'll take too long."
- ❖ "The committee's already too big."
- ❖ "That data aren't available."
- ❖ "They don't want to go into academia."

ACTION: Members will continue to brainstorm both such nugatory/peremptory strikes and strategies to defuse them.

Adjournment 3:50 p.m.

Distributions:
1.   Senate Bylaw Amendments: Inclusion of Oversight for Diversity (UCI)
2.   Council on Academic Personnel (CAP) Frequently Asked Questions: 14. How do activities related to diversity affect the academic review process? (UCI)
3.   Study Group on University Diversity (overview)
4.   Figure 1 – Percent of URMs in UC's Academic Community
5.   Figure 14 – URMs as a Percentage of new Enrollments in UC's Three Largest Professional Programs

Minutes prepared by:
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Attest: Pauline Yahr, UCAAD Chair