

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

Minutes of Meeting**Thursday, November 12, 2009****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 M. Ines Boechat**

Chair Ines Boechat thanked everyone for their participation on this year's UCAAD and invited self-introductions from members.

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 Boechat and Members

DISCUSSION: Chair Boechat provided historical background for the committee (from last UCAAD Annual Report); pointed to the need for the committee to keep the Salary Equity Study on its radar; what is the status of the key vacancies; accountability has to happen at the departmental chair level; last year UCAAD suggested that chair should meet annually with local CAP to review diversity progress; revamped program review at Berkeley now incorporates diversity measures.

IV. Announcements from the President's Office –

- *Pat Price, Academic Personnel*

Pat Price was not in attendance due to a previously scheduled engagement.

V. 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.

(Santa Cruz) Bettina Aptheker commented on incidences of decisions made at UCSC and lack of shared governance, faculty consultation involving closures of child care centers; downgrading of ethnic center coordinator positions; search for campus chief diversity officer abruptly cancelled; AA duties split between two existing positions; Bettina will send Eric sample survey to share with members.

(Riverside) Linda Fernandez reported that UCR will soon have analysis of faculty exit interviews going back 20 years.

(Davis) Professor Monica Vazarani reported efforts to facilitate sharing of best practices among Deans; how “Target-of-Excellence” directive is driving faculty hires this year; survey of faculty mentoring resource.;

(San Diego) Professor Judith Varner reported on mandates for ORUs to include diversity reporting updates; campus recognition of faculty contributions to diversity.

(San Francisco) Professor Ogechi Ikediobi questioned assumptions held by prospective ladder-rank faculty; new USCF Chancellor met with various campus diversity committees; hopes to build central diversity office to create climate of diversity, short on specifics for now.

(Irvine) Professor Raju Metherate commented on how the NSF climate survey was flawed in his campus’s opinion; UCI salary survey has consistently shown gender inequities; did longitudinal study going back 10 years with surprising outcomes: when corrected for rank and step results downplayed gender inequities; men hired at higher salaries initially; differences in salaries closed over time; all of which suggests need for different remedies.

(Merced) Professor Cristian Ricci discussed how public service is evaluated, problem with how community involvement viewed by CAP in relationship to how it contributes to one’s scholarship.

(Berkeley) Professor Meg Conkley reported on the strike, protest planned for Regents meeting; UCB also working on a advanced proposal, referred to tenure guide; spoke to differential rates of advancement beyond tenure; much discussion on increased admission out-of-state students; adverse impact on diversity; need for transparency in all facets of decision-making.

VI. Consultation with the Academic Senate Leadership –

- *Henry Powell, Academic Council Chair*
- *Daniel Simmons, Academic Council Vice Chair*
- *Martha Winnacker, Academic Senate Executive Director*

DISCUSSION: Chair Powell and Vice Chair Simmons drew attention to an issue that came up at UCFW re: Open Enrollment “I agree” button. Chair Powell reported on the Gould Commission Oakland site visit from this morning and the composition and relative diversity of the Commission’s various work groups. Vice Chair Simmons suggested that the Senate step up and comment on charges of the work groups and not wait to be asked. The request by workgroup chairs for more time was rejected by Chair Gould. Chair Powell re-iterated importance of the Senate’s strategy to engage the workgroups early-on. Members shared concerns of how budget cuts impacting diversity. Chair Powell on Gardener’s comments about doing what’s best for the public good. Chair Simmons on high-fee/return-to-aid model. Chair Boachat asked if anything heard about a Plan B for 2010-11 funding shortfall (\$96M and \$3.05M).

VII. Evaluating Contributions to Diversity for Appointment and Promotion (APM 210)

Guidelines for all Academic Disciplines –Chair Boechat and Vice Provost Sheila O’Rourke (UCB)

ISSUE: The University of California Academic Personnel Manual policy governing faculty appointment and advancement (APM 210) was amended effective July 2005 so that faculty contributions to diversity would receive recognition and reward in the academic personnel process.

Berkeley Vice Provost Sheila O’Rourke was instrumental in the development of the policy amendment in her previous Academic Advancement (UCOP) role. Together with Chair Boechat, she will discuss the content of the document and lead a discussion with UCAAD members on how to put it into practice.

DISCUSSION: Vice Provost O’Rourke and Chair Boachat: suggestion to invite Chair of CAPs to UCAAD; adding separate category/question to electronic dossier; what happens to accountability; Sheila: both top-down and bottom-up process integral to success; UC’s leadership structure dependent on willingness to hold Chairs accountable; misconduct charges brought-up under Faculty Code of Conduct; suggestion to conduct search for a hire up to a certain level in promote diversity; two recurring issues: lack of will or lack of understanding of how to implement; campus constraints (UCM CAP limiting personal statement to four pages); pre-tenure primacy of research here to stay; post-tenure make sure question is included in bio-bib form as a way to document diversity contributions or lack there-of; suggested Campus Diversity Committee/Provost needs to meet with CAP; persistence and follow-up important; window of opportunity with impending wave of faculty retirements;

VIII. First Annual UC President's Report to the Regents on Diversity – Vice Chair Francis Lu

ISSUE: President Yudof will present the first ever UC President's Report on Diversity to the Regents at their Nov. 8-10 meeting at UCLA. Members will discuss the report and consider possibly having a UCAAD member attend that portion of the Regents' meeting where the item will be discussed.

DISCUSSION: Jan reported what's happened since last UCAAD meeting and what's planned for Regent's presentation; impact of increased fees and impact on enrollment of URM and strategies; progress reports on Medical, Professional and Business Schools URM enrollments. Members discussed best metrics for faculty that would be non-objectionable and the more metrics – data categories and diversity statement don't match.

IX. Systemwide Review: Proposed Technical Revisions to Academic Personnel Policies – Chair Boechat and Members

ISSUE: Senate committees have been invited to opine on proposed technical revisions to Academic Personnel Policies 015, Part II; 036-0; 140-33-b; 160, Appendix A; 220-4b; 230-20-h; 310-17-c. The proposed changes in APM 015, 036, 140, and 160 described as “conforming” the policy to nondiscrimination policies were requested by the Academic Senate. The change to APM 220 corrects a typographical error by which a title was accidentally omitted. Comments are due to Council by January 15, 2010.

ACTION: **The committee decided not to opine.**

X. Systemwide Review: Differential Fees Proposal – Chair Boechat and Members

ISSUE: UCAAD has been asked to opine on the Differential Fees Proposal. At their September 2009 meeting, the Regents discussed a proposal to implement differential fees for undergraduate students in Business and Engineering. UCOP calculates that an additional \$1,000 levy for majors in those two fields at the upper division level would yield \$15 million systemwide, before an assumed one-third return to aid. Last month, Council discussed issues raised by the proposal, including what data are needed to support sound decision making and letters issued by UCPB and UCEP prior to the proposal being removed from the Regents' November agenda.

DISCUSSION: Members commented on transfers, limited course offerings, delayed graduation; ways in which differential fees undermines economic diversity and close access and represent a slippery slope; and the need for analytical projections and a spending plan.

ACTION: **Members agreed to include the above comments in UCAAD's response.**

XI. Education Abroad Program (EAP) Task Force Final Report – Chair Boechat and Members

ISSUE: Senate committees have been invited to opine on the final report of the 2008-09 joint Administration-Senate Task Force on the Education Abroad Program. Although restructuring of EAP is already underway, longer range decisions remain to be made and the Senate will play a key role in shaping the future of this academic program.

DISCUSSION: Members commented on how EAP is considered a UCAAD's response sacred cow and that it was not good business plan to farm out to private administration; whether or not EAP is an Academic program or cultural program; and how middle income students are left out – rich can do and poor get aid packages.

XII. Systemwide Review: Report of Senate Special Committee on Online and Remote Instruction and Residency – Chair Boechat and Members

ISSUE: Senate committees have been invited to opine on the final report of the Special Committee on Online and Remote Instruction and Residency. The Special Committee was convened at the joint request of CCGA, UCEP and UCCC. It examined the use of remote and online instruction both within the University of California, and at other institutions, and developed a set of recommendations to guide UC in the expansion of remote and online instruction, where appropriate. Comments are due to Council by January 15, 2010.

DISCUSSION: Members commented on how greater audience reached might improve diversity; the intangibles of the classroom experience intangibles; the value of an online degree; the Digital divide; and access issues.

XIII. UC Staff Diversity Council Report – Vice Chair Lu

ISSUE: This report focuses on a broad range of staff diversity issues, including recruitment, retention and promotion, leadership commitment to staff diversity at each location, and systems for ensuring that best practices in support of staff diversity are woven throughout the fabric of the University.

ACTION: This item was postponed.

Adjournment:

The meeting was adjourned at 4 p.m.

Attest: M. Ines Boechat, UCAAD Chair
Prepared by Eric Zárate, Committee Analyst