

Thursday, November 13, 2008

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**

- Chair Francis Lu welcomed members and invited individuals to introduce themselves.
- October 22 Academic Council Update: Chair Lu shared highlights from the Sept. and Oct. Academic Council meetings, at which there was much discussion about impending mid-year budget cuts; Council priorities; faculty salary plan funding; and UCRP. One member expressed concern with preserving faculty salaries without loss to take-home pay once UCRP contributions commence. Chair Lu advised that UCAAD members should be alert to issues of diversity and equity falling by the wayside; others noted the need to think about new ways to be pro-active.
- Committee Name Change: Chair Lu provided a brief update on the status of the proposed name change – mainly that campuses expressed concern that we not drop the AA part of the UCAAD name. He asked if members had any thoughts on further actions. The committee discussed and considered several variations of appending “Equity” to UCAAD, before unanimously voting to recommend that the committee name be changed to University Committee on Affirmative Action, Diversity and Equity (UCAADE)
- Pay Equity Analysis: Chair Lu updated members on the status of the Pay Equity Analysis and that some UCAAD members had an opportunity to meet with Vice Provost Nicholas Jewell over the summer.

**II. Consent Calendar**

- Approval of the Agenda

**ACTION: The agenda was approved with minor modifications.**

**III. Announcements from the President's Office**

*Mark Westlye, Director Graduate Student Advancement*

- Director Westlye announced that Interim Provost Bob Grey will also serve as acting Vice Provost until a replacement for Nicholas Jewell is appointed. He gave an overview of his unit which for now includes the Academic Personnel and Post-doc and graduate student personnel functions (UAW, collective bargaining); the diversity function for faculty; and programs that support the Post-doc and graduate student pipeline. The future composition of the unit as well as replacement of vacant positions will become clearer after restructuring in December. One member expressed alarm with the changes and asked if input from UCAAD would have any bearing at this point. Director Westlye noted that the Senate has been represented by Mary Croughan on the task force. He also noted that for now, the pay-equity study been suspended and that numerous Regents have expressed that diversity needs to a high priority for UC.
- Pipeline/NSF/Survey of Earned Doctorates: The NSF has decided to suppress small cell sizes to protect privacy; the implications are that we would not have the data need to know how we are doing with respect to diversity; this is complicated by changes in Federal reporting guidelines for “other” category that hinder the quality of analyses. The committee discussed how the Senate might weigh-in on this matter. Director Westlye will find how much time there is to submit comments. Analyst Zárate will confer with Susanne Kauer on these recommendations. Chair Lu

suggested that would ask Council to endorse statements contained in the letter from the Systemwide AA/EEO group.

- Regents' Study Group on University Diversity: Four study teams have presented their reports (faculty, graduate, undergraduate, campus climate and staff) and the Provost will update the Regents in December. While the President's Accountability Report will be more high-level in its analyses, the Regents' Study Group will delve deeper into the issues while. Members commented that there have been many reports generated from the campuses on the topic campus climate and it seems like someone at UCOP should be tapping these. Other comments were that Jan Corlett might be a good person to jump start collection and that the UCAAD website could be repository for these reports.
- Alliance for Graduate Education and the Professoriate (AGEP) Grant Update: While the NSF is impressed with UC, there is concern that because UC has been asked to withdraw its grant application, that Phase III grant funds could be in jeopardy The Graduate Deans are meeting with Cathy Olson and working with Steve Beckwith to mitigate effects of a cut. .
- The 18<sup>th</sup> Annual California Forum for Diversity in Graduate Education was attended by 1,400 under-represented minority students and 200 recruiters at UC Berkeley on November 8; Director Westlye invited members to participate on future panels.

#### **IV. Campus Updates – Committee Members**

Members were asked to email to Analyst Zárate campus updates on progress toward diversity-related activities on graduate applications, giving faculty feedback on hiring (utilization) of women and under-represented minorities, including diversity-related activities on forms used for promotion and tenure review and other related efforts.

#### **V. Consultation with the Academic Senate Leadership –**

*Henry Powell, Academic Senate Vice Chair*

*Martha Winnacker, Executive Director*

- Senate leaders provided an overview of the policies, procedures, protocols, 2008-09 Senate priorities, and other generally helpful information for new committee members. They reviewed Senate committee principles and emphasized the importance of speaking with one voice; confidentiality, press relations and committee consultants were also discussed.
- In addition to the normal transitions in Senate leadership, there has been much attention paid to working with the new President and there is much to be encouraged about including his appreciation of the principles of shared governance at UC and his engagement with the faculty.
- UC are facing worst state budget in recent history and we are fortunate to have in President Yudof, a strong leader and an effective advocate for public higher education.
- With regard to the UCOP restructuring, they noted that we're likely to see more focus on analytical functions and less on transactional functions to better serve system and the state.

#### **VI. President Yudof's Draft Accountability Framework Report – Chair Lu**

ISSUE: Members reviewed President Yudof's draft accountability framework, including relevant selected indicators to report on UC performance.

DISCUSSION: After a lengthy discussion, members agreed to forward the following comments:

- (Page 143. Goals section) UCAAD recommends that the third sentence should be modified as follows: "In addition, the faculty's gender, ethnic and racial composition is indicative of the University's progress in achieving the Regents' diversity goals, which is intrinsic to the University's excellence." Rationale: The addition of this clause would reinforce the UC Diversity Statement's linking of diversity and excellence. Without this clause, in the context of the preceding sentence, diversity appears to be separate and not related to the excellence of UC.

- (Page 143. Measures section) UCAAD recommends that the third sentence of the second paragraph should be modified as follows: “To respond to the challenge, efforts must be made to identify and overcome the barriers preventing women and minorities from obtaining and retaining faculty appointments through academic advancement, as well as to expand the pipeline and pool of women and minority students entering graduate and professional programs.” Rationale: This sentence should include minorities as well as women since both groups were referenced in the preceding sentence concerning the small percentages of women and minority faculty. Secondly, the problem of small percentages of women and minority faculty is related to both recruitment and retention, which needs to be stated to ensure that this issue is not missed.
- (Page 144-145. Indicator 7.1) UCAAD recommends that similar longitudinal data by campus also be displayed in additional tables for other series such as “Other Academic Senate faculty,” “Clinical,” “Adjunct,” as well as “Tenured Ladder-Rank” and “Non-Tenured Ladder-Rank.” Rationale: These other series encompass large segments of the university faculty that may contain larger percentages of women and minority faculty as compared than to the Ladder-Rank faculty. It would be important for a more accurate assessment of faculty diversity if such outcomes were longitudinally displayed to capture the trends. (This recommendation will be repeated whenever this situation appears and will be noted as “other series data should be displayed.”)
- (Page 146-147. Indicator 7.2) UCAAD recommends “other series data should be displayed.” In addition, this indicator should also be displayed longitudinally over time so trends can be noted in reference to the comparison institutions. (This recommendation will be repeated whenever this situation appears and will be noted as “longitudinal data should be displayed.”) Lastly, we believe the statement on page 146 “This reflects UC’s commitment to increasing faculty diversity.” should be eliminated since this snapshot of the situation in Fall 2005 does not provide sufficient information to reach this conclusion.
- (Page 148-149 Indicator 7.3) UCAAD recommends “other series data should be displayed.” Furthermore, it is recommended that separate indicators should exist for each of the three URM ethnic/racial groups so trends over time for each of these three groups can be more easily understood. In other words, in addition to the aggregate data display, the data for each of the three URM groups should also be displayed individually.
- (Page 150-151 Indicator 7.4) UCAAD recommends both “other series data should be displayed” and “longitudinal data should be displayed.”
- (Page 152-153 Indicator 7.5) UCAAD recommends “other series data should be displayed.” Also, there appears to be a typographical error on page 153; the term “average gift aid” seems out of place.
- (Page 158-159 Indicator 7.8) On page 159, UC Merced has been left out of the data display and should be included. Also, there needs to be a clarification whether the data displayed refers to all series or just the Ladder-Rank Faculty. If the latter, then UCAAD recommends “other series data should be displayed.”
- (Page 160-161 Indicator 7.9) There needs to be a clarification whether the data displayed refers to all series or just the Ladder-Rank Faculty. If the latter, then UCAAD recommends “other series data should be displayed.” Furthermore, UCAAD recommends that in addition to this indicator, additional indicators should display faculty salary data comparing UC vs. Private vs. Public for women (total, and by rank and series) and for each of the URM racial/ethnic groups. Lastly, a separate indicator for executive leadership compensation comparisons longitudinally may also be of interest for the sake of transparency.
- (Page 162 and 163 Indicators 7.10 and 7.11) UCAAD recommends that if possible, that in addition to this display, this data also be displayed by gender and ethnic/racial groups to understand the diversity of those faculty receiving these awards and honorary memberships.

**ACTION: Members voted unanimously to forward the above comments.**

**VII. Report of the Subcommittee on the Professional Doctorate of the UC Task Force on Planning for Professional and Doctoral Education (PDPE) – Chair Lu**

**ISSUE:** Members reviewed the draft report which addresses the growing phenomenon of the “professional doctorate” and proposes principles that should be used to determine when such doctorates are distinct from doctorates based on research and scholarship, so that it may be appropriate for CSU to offer them.

**DISCUSSION:** UCAAD members expressed concern with the report’s singular mention of diversity (p.12): “Would the development of the degree program support UC’s goals for diversity?” Members also wondered, given the comparatively high number of under-represented minority students enrolled at CSU, if CSU, rather than UC, might be better situated to meet the graduate-level training needs of a growing and changing workplace and populace. Finally, members observed that diversity in all its facets – UC graduate education, academic disciplines, and emergent professions – presents invariably intertwined and often uncomplimentary questions for the University to consider as it ponders its future role in doctoral and professional education.

**ACTION:** Members voted unanimously to forward the above comments.

**VIII. Report on Faculty Diversity in the Health Sciences at the University of California – Chair Lu and Vice Chair Boechat**

**ISSUE:** This report on the status of faculty diversity in the health sciences at the UC reflects demographic data and program information gathered from five schools of medicine, a bioscience medical program, two schools each of nursing, dentistry and pharmacy, and one school each of veterinary medicine and optometry.

**DISCUSSION:** UCAAD Vice Chair M. Ines Boechat, who worked closely with the Office of the President on the project led the committee in a discussion of the report. Chair Lu thanks Ines for her work on this. Members raised several questions and observations including:

- Despite the presence of a pipeline, women and URMs are not being hired.
- Is diversity a part of Academic Planning or Academic Affairs message?
- How is APM210 being used for advancement of women and URMs?
- Are departments accountable for meeting hiring goals?
- In what ways, can chairs be held accountable for meeting hiring goals?
- Inherent values assigned to research vs. teaching when being recruited to ladder rank present a conundrum for clinical faculty.
- This report should be brought to the forefront
- Maybe UCAAD should be thinking about accountability measures plus system of rewards and sanctions.

**ACTION:** No further action was taken at this time.

**IX. UC Staff Diversity Council Report – 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. Members were asked to review the full report, available online at: [http://www.universityofcalifornia.edu/diversity/documents/ucsdc\\_report.pdf](http://www.universityofcalifornia.edu/diversity/documents/ucsdc_report.pdf)

**ACTION:** This item was postponed.

**X. Executive Session (members only please)**

- 2008-09 Agenda Planning

**DISCUSSION:** The committee broadly discussed UCAAD's participation in the implementation, monitoring of AA goals. Several members commented that UC has a unique opportunity here and noted that if measurements are not taken now, the faculty panorama is not likely to change for another 20 years. Other questions and comments included: the implementation status of APMs 210/240/245 on the campuses; the need for an alternative grievance procedure; the need for individuals to have recourse in the merit equity review process and if needed, academic senate bylaw changes; requiring CAPs to issue annual reports with gender and URM data, for ladder and non-ladder rank faculty; CAP membership diversity; the need for the issues of diversity and equity to be taken into account by the APM merit equity review process alternative grievance procedure; standardization of the annual CAP reports format; and the extent to which campus COCs consider diversity.

**ACTION:** As homework, members were asked to email to Analyst Zarate prior to the Jan. 22 meeting: 1) A brief description of how you (in your capacity as a UCAAD member) relate to or interact with CAP on your campus, particularly with regard to APMs 210/240/245; and 2) Information on how "merit review equity" is treated on your respective campus.

**XI. New Business**

- Dependent Care for Academic Meetings

**ISSUE:** UCAAD received a communication from Sheila O'Rourke, Assistant Provost – Academic Affairs, UC Berkeley, concerning dependent care expenses for academic meetings.

**DISCUSSION:** UCAAD reviewed the request and agreed to request Council support for:

- 1) The creation of a new APM policy 669 which would allow campuses to pay additional compensation (taxable) to academic appointees for dependant care expenses related to professional and academic activities. This policy would not require such payments, but would provide policy support if a campus wished to do this.
- 2) A request an amendment to the University of California Business and Finance Bulletin BUS-79 governing expenditures for business meetings to permit payment for childcare services as an allowable expense for academic meetings.

**ACTION:** Members voted unanimously to request Council support for the above policies.

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

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

**UCAAD 2008-09 Meeting Schedule:**

November 13, 2008 – Room 12322  
January 22, 2009 – Room 12322  
April 23, 2009 – Room 5320  
June 25, 2009 – Room 5320