

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

December 10, 2004 Meeting Minutes

Attending: Ross Frank, Chair

Gibor Basri, Vice-Chair, (UCB), Gina Dent (UCSC), Bruce Haynes (UCD), Francis Lu (UCSF), Shirley Lim (UCSB), Muriel McClendon (UCLA), Pauline Yahr (UCI), Sheila O'Rourke (Executive Director, Academic Compliance), Nina Robinson (Dir., Policy & External Affairs, Student Academic Services), Maria Bertero-Barceló (Executive Director, Academic Senate), Michael LaBriola (Senate Analyst)

I. Announcements by the UCAAD Chair – Ross Frank

UCAAD and UCAP's [proposed changes](#) to APM 210, 240 and 245 were approved by Academic Council last spring and have been sent out to campuses for formal review.

The Coordinating Committee on Graduate Affairs (CCGA) was given the opportunity to review and comment on the Guiding Principles section of UCAAD's Diversity in Graduate Education draft report. Chair Frank spoke informally with the Chair of CCGA about his committee's impressions, and CCGA is expected to forward comments to UCAAD. Chair Frank noted CCGA's concern that the Guiding Principles were modeled too closely on principles outlined by BOARS for undergraduate admissions. CCGA wants the report to make clear that the pool of graduate applicants and the selection process for graduate admissions is different from that for undergraduates.

Action: The committee approved the minutes of the October 8, 2004 meeting.

II. Consultation with UCOP – Sheila O'Rourke

UCAAD's proposed APM changes were sent to campuses with an early December due date. Several campuses have submitted responses in support of the changes, and responses from a few other campuses are pending.

A California Research Bureau [report](#) released last summer, "Faculty, Managers and Administrators at the University of California 1996-2002," provides diversity data on faculty, managers and senior administrators at UC. State legislators who requested the report are now calling for a legislative hearing and audit, as well as a universitywide Task Force to address the lack of faculty diversity at the University. Director O'Rourke noted that some of the hiring data the Bureau has reported are not accurate, but the big picture conclusions—that there is poor representation of women and underrepresented minorities at UC—is correct. Members remarked that the statistics on junior faculty diversity were among the most troubling aspects of the report because they have negative implications for maintaining and increasing diversity in the professional pipeline.

In 2002, UC convened a Faculty Gender Equity [Summit](#) after a state audit concluded that women were seriously underrepresented in the faculty ranks. The Summit was well attended and included faculty and senior administrators, as well as three Chancellors. Female faculty hiring has increased significantly since the summit. Director O'Rourke said this change was a result of intensified efforts to improve recruitment of women, and substantial increases in the hiring of

junior faculty. Director O'Rourke will recommend that UCAAD be formally represented on the systemwide Task Force, if one is convened.

In addition, representatives from Stanford and UC are working together on a project to convene public and private California University Chancellors and Presidents to discuss racial diversity in education. Organizers hope the project will have an impact on public thinking. There is a planning meeting in February.

Members agreed that the faculty diversity situation is critical. They discussed how the UC response to the 2002 gender audit could serve as a model for its response to a possible ethnic diversity audit. Over the coming months, members will consider what goals the Task Force, if convened, should seek to accomplish and what strategies or methodologies would be effective in accomplishing those goals and making a strong case for change. Members noted that the comparisons of UC faculty hiring to availability pools should be conducted not only on the basis of the overall faculty population, but also should be broken down by field, because UC is hiring far below availability in some disciplines but not others. One member remarked that a case for change should not be made in narrow reference to the UC's "priorities" for research and growth, since such distinctions are often made at the expense of scholarship favored by diverse populations. Finally, there is a separate but related issue of the climate encountered by faculty of color on campus once they have been hired, as well as retention efforts.

III. Consultation with UCOP – *Nina Robinson, Student Academic Services*

Director Robinson is working with other UCOP staff on a research project studying African American access to the University. She described African American undergraduate admissions at UC as having reached a crisis level, and distributed a letter from a UCLA faculty member, an African American, whose high achieving son was denied admission to the three most selective UC campuses. The student was heavily recruited by several prestigious out of state institutions, one of which he ultimately chose to attend, rather than a less selective UC. This appears to be a trend among highly qualified minority students.

Since Proposition 209 outlawed race conscious admissions policies, there has been a steady erosion of African American and Latino representation at UC, especially at the most selective campuses. The California Master Plan for Education mandates that UC accept as eligible the top 12.5% of California public high school graduates. In 1996, a state study indicated that students from only the top 11.1% were falling in the eligibility pool, which prompted UC to make a number of changes to the eligibility criteria to broaden access. These changes included the institution of Eligibility in the Local Context (ELC), which guaranteed eligibility to the top 4% of students from all public high schools. But last year, a new study revealed that the eligibility pool had grown to 14.4%, prompting UC to respond again, this time by tightening eligibility criteria. After these changes take effect, it is estimated that the eligibility rate for African Americans will be reduced to 5% (it had been as low as 2.8% in 1996).

In 2004, there were substantial drops in African Americans applying to and enrolling in the university. At UCB and UCLA, just over 100 enrolled as freshmen this year, and the majority of those individuals are either female, or male athletes. UCB and UCLA are the most selective campuses, denying 75% of UC-eligible applications. Over the last few years, there has been a

shift in underrepresented minority admissions to the less selective campuses. But now, the selectivity of all campuses is increasing. Some of UC's policy solutions—ELC and Academic Preparation programs—have been based on where a student attends school. However, demographic shifts—there are now almost no high schools in California with a majority African American population—have made increasingly fragile the numbers of African Americans in the undergraduate population, particularly those that might have been eligible through ELC. Also contributing to the decline are higher fees, lower rates of financial aid, and a 50% cut to Outreach. In addition, many high achieving students made other plans rather than attend community college under GTO, before that plan was rescinded. Director Robinson also believes that publicity surrounding both the affirmative action case at Michigan and Regent Moore's controversial study of admissions at Berkeley contributed to a chilling atmosphere of discouragement among students of color thinking about applying to UC.

Student Academic Services (SAS) wants to understand in detail what is happening with the African American population. SAS is constructing a multiyear database on African American college bound California high school students—studying how and where students apply, analyzing socioeconomic and demographic data, individual applications, and potential anomalies in admissions outcomes. SAS is also conducting focus group interviews of high achieving students and their parents—looking in particular at students who are admitted but go somewhere else. The highest achieving underrepresented students who aren't admitted to the most selective UC campuses, more often than other populations tend to go elsewhere rather than attend a “second tier” UC. University Outreach is also exploring the possibility of increasing its connections with community and faith based organizations. Finally, every individual student matters and counts. There is a heightened level of concern within UC about this issue, and SAS believes it can continue to raise awareness by presenting the facts to UC and legislative policy leaders.

Members agreed that the study is important and promising, and that the university should be committed to increasing the presence of African American undergraduate students. UC has an interest in attracting the most talented students in the state from all groups, as training the next generation of Californians is the core mission of the university. One member noted that since Outreach must target schools in a way that is 209 compliant—on test scores, etc.—it ends up targeting kids in disadvantaged school districts, missing middle class African Americans who may be closer to realistically achieving eligibility. It was also noted that Outreach is good for the community, even if some students don't attend UC in the end, because they are more likely to attend college somewhere. Members suggested that UC focus on fundraising as a strategy to get around 209 constraints. Finally, the University should track the high achieving students who didn't come to UC and consider them again as potential graduate students.

Action: Director Robinson will update UCAAD when more outcomes of the study are known.

VI. Campus Reports

Berkeley. Berkeley's Committee on the Status of Women and Ethnic Minorities (SWEM) is hosting a diversity forum on March 3rd, which is an outcome of a joint Senate/Administration ad hoc committee. The ad hoc committee asked various segments of the campus community for input into how to grow diversity at Berkeley. A report and a set of specific policy

recommendations are forthcoming. SWEM is pushing UCB to build a multicultural research institute, possibly modeled on Stanford's [Center for Comparative Studies in Race and Ethnicity](#), to act as a center for diversity research on campus, and representatives from Stanford have been invited to talk about CCSRE. SWEM has determined that a set of leaders with expertise is needed to make the project happen, and the committee is proposing that an interdisciplinary cluster hire be the impetus to start the project. Members noted that it would be important to coordinate the project centrally, rather than through individual departments.

Davis. Davis is working on changes to APM 500, which relates to faculty search committee procedures; specifically, they would like to institute a more consistent and formalized briefing process. In addition, the committee will be conducting an analysis of faculty hiring statistics, and considering new ways to incorporate diversity into the curriculum.

Santa Barbara. The committee recently hosted a forum to discuss procedures for encouraging diversity in faculty searches. Attendees included departmental Affirmative Action representatives and a few high-level administrators, including the Chancellor. Every department at UCSB is expected to have an assigned Affirmative Action Officer who also participates in every search. The committee is talking about strategies to increase graduate student diversity, but is facing the problem of graduate student applicants declining to disclose their ethnicity. The committee plans to discuss the issue of faculty who are stuck at the Associate Professor level, who tend to be women and minorities. Finally, the process of applying for career equity review at UCSB has been simplified, but issues of climate, including housing costs, remain important.

Los Angeles. The committee is considering guidelines that would give more potency to the diversity component of departmental strategic plans. One possibility may be to include availability data along with the diversity plan. Data about availability pools for every department on campus is already posted on the web—including a breakdown of UCLA faculty by department, gender, race and ethnicity along with availability data; that is, PhD production by field. Members remarked that posting data publicly is a good thing, but accountability is even more important.

Santa Cruz. The UCSC CAAD is being consulted more regularly on a variety of issues, although they have experienced difficulty in getting access to the data they need to understand and respond to issues. The committee is developing a climate study survey, which will track hiring data on women and faculty of color, and which they hope will provide a broader understanding of the experiences of faculty, graduate students and undergraduates on campus. Public sessions will be a component of the study. There are concerns about the climate of life for minorities in Santa Cruz, as well as shortcomings in the University's spousal/partner hiring policy. Finally, the committee is responding to the lack of diversity language in the WASC review and long range development planning.

San Diego. UCSD has recently appointed a 50% Associate Chancellor for Diversity, who will act as the liaison between the Chancellor and the Faculty on all diversity issues. Faculty are still waiting to see what influence the Associate Chancellor will have and what his role and the future role and composition of the Chancellor's Diversity Council will be.

Irvine. The Subcommittee on Diversity at UCI (part of the Council on Faculty Welfare) recently began meeting regularly again. The committee is particularly concerned with issues of equity and climate on campus for women. The number of women in nearly every School on campus lags

behind availability pools. UCI's 5-year Advance Institutional Transformation award from NSF, which targets hiring of women faculty in the Sciences and Engineering was reviewed last spring. UCI officials were told that they need to conduct the audits that they originally proposed and an extensive audit of the effectiveness of their strategies to get the grant renewed. The Subcommittee distributed a brochure to search committees outlining legal options under Prop 209, and has discussed how chairs and deans will report diversity activities after changes to APM 210, 240, 245 are approved. Finally, Faculty Welfare feels the official UCI response to the Step VI Task Force report did not reflect true committee discussion of the issue.

San Francisco. UCAAD's representative from UCSF described diversity resources and organizations on the San Francisco campus. An Executive Diversity Committee and four Chancellor's Advisory Committees—on Diversity, Women, LGBT, and Disability—report directly to the Chancellor. The Office of Affirmative Action, Equal Opportunity and Diversity maintains diversity data, including underutilization statistics for staff and faculty. There are Centers for Gender Equity and LGBT, which provide support resources to specific constituencies. Finally, the Academic Senate has an Equal Opportunity Committee, which is analogous to UCAAD. Recently the EOC was successful in instituting a faculty ambassador program, which assists search committees. "Ambassadors" work with committees at the beginning of the search process to talk about diversity issues, to provide resources, and to track the search and report back. The Dean of the School of Medicine recently appointed a Task Force on underrepresented minorities that will use as a blueprint an Institute of Medicine report arguing that diversity in the health care workforce is in the nation's compelling interest.

VII. Report on Diversity in Graduate and Professional School Education

Members discussed a new draft of the report, which was reorganized on the basis of the November conference call, and they agreed that one of the main goals is to ensure that diversity is included in the discussion about the systemwide crisis in graduate education. Members also believe Proposition 209's shift against affirmative action has had a symbolic meaning beyond its policy implications in terms of making UC seem inhospitable. Another goal then, is to change conceptually the way UC is perceived, by having a system—outlined in the guiding principles—that says UC will take diversity into consideration. This will encourage minorities to make the decision to apply and enroll.

UC's PhD production has not declined, but applications from underrepresented minorities are going down significantly. UC is not utilizing the full pool, and many qualified Historically Underrepresented Minorities are going to graduate school elsewhere. It was suggested that another best practice be to see as a potential pool of graduate students the undergraduates who chose not to attend UC. Also, a little bit more emphasis should be placed on the issue of diversity as it relates to faculty recruitment. Finally, the report should emphasize the idea that in developing selection procedures, departments should try to identify and address barriers preventing the full representation of students from all backgrounds in their graduate programs by monitoring for inadvertent bias.

The committee decided it would send the report forward, and then later, ask Council to initiate a process in which Council would possibly endorse some version of the guiding principles and best practices in the document.

Action: Chair Frank will circulate a draft that encompasses suggested changes and edits. Members will send suggestions for additions and edits. An adoption vote will take place over email in early January.

VIII. Future Projects

Members considered committee priorities for the rest of the year and possible projects for proactive study.

- Exploring the perception of “risk” of diversity in hiring, admissions, and new research areas.
- Detailing differences across campuses and fields in managing diversity issues.
- Developing and clarifying foundational definitions and measures of diversity.
- Finding or defining evidence of “racism” “sexism” or discrimination through statistics, and identifying parameters for study.
- Addressing the kinds of obstacles to diversity that may exist about which people do not generally speak openly and that cannot be identified or quantified initially by work force statistics.
- Climate surveys: Collect and study examples from campuses in order to initiate a model template or identify operational definitions of “climate.”
- Affirmative Action Officers: ask the Senate to endorse a proposal outlining their role at the department level.

Action: Gibor Basri will circulate the UCB Chancellor/Academic Senate Diversity Committee’s draft report and recommendations related to roundtable discussions about the meaning of diversity that were recently held across the campus community. Chair Frank will distribute the UCSD Diversity Ad Hoc final report (Spring 2003) including recommendations related to a series stake-holder's focus groups and a campus review (a visit, meetings, and presentations) led by Professor Walter Allen and his group of consultants.

Action: Members will see if campus committees have developed language that could be useful in developing a definition of diversity.

The committee will meet January 28 in person in Oakland.

The meeting adjourned at 4:00 PM.

Distributions:

1. Letter to President Dynes: African American undergraduate admissions
2. UC Eligible Students

Minutes prepared by Michael LaBriola

Attest: Ross Frank