

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

MINUTES OF MEETING

FRIDAY, MAY 4, 2007

Attending: Gibor Basri, Chair (UCB), Pauline Yahr, Vice-Chair, (UCI), Nancy Beckage (UCR), Theodore Chan (UCSD), Susan Stonich (UCSB), Bruce Haynes (UCD), Pedro Castillo (UCSC), Jody Kreiman (UCLA), Brianne Davila, (Graduate Student, UCSB), Sharon Washington (Interim Director for Faculty Equity Programs), Susanne Kauer (Coordinator, Graduate Diversity), Sheila O'Rourke (Acting Assistant Vice President, Academic Advancement), Michael LaBriola (Senate Analyst)

I. Announcements by the UCAAD Chair – Gibor Basri

In May, the Academic Assembly will vote on a set of Senate bylaw amendments that will make UCAAD a permanent standing member of the Academic Council and Assembly.

II. Consent Calendar

1. UCAAD draft minutes of January 26, 2007
2. Systemwide Senate Review of Proposed Amendment to [Senate Bylaw 181](#) – Information Technology and Telecommunications Policy Committee

Action: UCAAD adopted the consent calendar.

III. Consultation with UCOP – Sharon Washington and Susanne Kauer

Interim Director for Faculty Equity Programs Sharon Washington reported that The Regents' Study Group on University Diversity is divided into four Work Teams considering faculty diversity, undergraduate student diversity, graduate and professional school diversity, and campus climate. The Faculty Diversity Work Team is co-chaired by UCAAD Chair Basri. They are assembling slides for the full Study Group to present at the May Regents meeting as part of a brief progress update. The Study Group will present its final report to The Regents in September.

Academic Council Vice Chair Michael Brown is chair of the Undergraduate Education Work Team, which is also assembling recommendations. The Work Team on Campus Climate is led by Student Regent Maria Ledesma.

Faculty diversity in the Health Sciences was not considered by the [President's Task Force on Faculty Diversity](#), but will be discussed at a Health Sciences Diversity Summit on May 18. Diversity data on the five types of Health Science faculty will soon be placed on a public website.

Graduate Diversity Coordinator Kauer reported that the Work Team focusing on graduate and professional school diversity is also assembling slides for the May update, describing the effect of Proposition 209 on access to graduate and postgraduate education. She noted that funding for UC Academic Preparation programs will move to the state Assembly after passing the state Senate. A May 11 summit sponsored by the Alliance for Graduate Education and the Professoriate ([AGEP](#)) brings together faculty and admissions deans from UC and CSU. Other upcoming events sponsored by the Office of Academic Advancement include fall meetings of the [President's Postdoctoral Fellowship Program](#), the [Dissertation-Year Fellowship Program](#). Coordinator Kauer also distributed information about UC Berkeley's new childbirth accommodation policy for doctoral graduate students.

IV. Additional Discussion about the Regents' Diversity Study Group

Chair Basri noted that his Faculty Diversity Work Team will recommend that The Regents adopt the Senate's [Statement on Diversity](#) and institute an annual report on diversity at UC. The Work Team is finalizing a recommendation for the specific data should compose that annual report – including a visual “Diversity Dashboard” summarizing various elements of faculty diversity.

The Faculty Work Team recently met with UC Counsel to discuss Affirmative Action, discrimination, and the law. Chair Basri noted that diversity supporters could employ Proposition 209's anti-discrimination standards to combat discrimination that negatively affects underrepresented minorities, by applying the “anti-discrimination” standards in 209 used to deny preferences to minority groups against institutional preferences given to majority groups.

UCAAD discussed the draft slides and Diversity Dashboard. The proposed Dashboard includes faculty headcount data broken down by race and gender, with projected hiring over the next decade; faculty hiring as a percentage of the Ph.D. availability pool; advancement rates; and a “critical mass index” for faculty by field. Data on overall hiring compared to the availability pool seems positive, but masks low numbers in many disciplines.

UCAAD suggested that the Study Group anticipate and respond to some of the common arguments against integrating diversity into faculty searches. Several resources for this effort were noted, including a National Academy of Sciences [report](#) on women in science of engineering; the “myths and realities” section of the diversity workbook in the UCR [Faculty Toolkit](#), and the University of Virginia's Search Committee [Training Program](#) guidelines.

Action: Chair Basri asked UCAAD members to send him additional comments about the planned presentation and other online campus resources for diversity and recruitment.

V. Implementation of the President's Task Force on Faculty Diversity

In January, the campus-designated coordinators for implementation of the [President's Task Force on Faculty Diversity](#) met at UCOP to discuss progress to date. President Dynes asked campuses to submit by June 4 a progress report detailing how each of the final report's five specific recommendations for promoting and instituting change is in place or would be implemented.

Two UCAAD members reported seeing draft copies of their campus report, but were concerned that they portrayed only glowing successes without enough attention to problems or challenges.

Action: Chair Basri proposed that he and Sharon Washington compose a follow-up letter to campus designees reminding them that reports should include details about specific goals, changes and new developments in the past year, challenges, and accountability structures, along with a suggestion that UCAAD representatives were available as resources.

VI. Implementation of Diversity Modifications to APM 210 – Bio-Bib Form

UCAAD is concerned that many faculty are still unaware of the diversity modifications to APM 210. The Academic Biography and Bibliography form (BioBib), used by faculty on some campuses to list scholarly and service activities and awards at the time of a promotion, is a fitting place to increase visibility. UCAAD wants language added to Bio-Bibs noting the APM provision and providing space for faculty to describe their diversity-related scholarly, teaching and service activities. Several UCAAD members reported progress.

Irvine. The Special Senate Committee on Diversity proposed two possible Bio-Bib revisions. One includes a single section for candidates to describe diversity related activities. The other lists diversity subheadings under research, teaching, and service. CAP is reviewing both.

San Diego. The UCSD Senate is reviewing CAAD's proposed modifications to the Bio-Bib, which inserts a space for faculty to list examples of their significant contributions to promoting diversity. CAAD also sent a memo to CAP with suggested examples of ways faculty could receive service credit for diversity contributions according to APM 210.

Berkeley. The UCB Senate is not currently discussing SWEM's proposal to modify and standardizes the Bio-Bib.

Riverside. UCR does not use a Bio-Bib, but CODEO is working with the Vice Provost for Academic Personnel to add language about diversity and APM 210 to The Call.

Los Angeles. The UCLA Senate is reviewing CODEO's request for Bio-Bib amendments.

Santa Cruz. The Call contains language about diversity in research, teaching, and service, and CAAD has asked CAP to propose new language about diversity for the Bio-Bib.

Santa Barbara. The Faculty Diversity Advisory Board is discussing revisions to the Bio-Bib. The Vice Chancellor for Diversity, Equity and Academic Policy is meeting with each department chair and Equity Advisor to discuss diversity issues, including APM 210 implementation.

Davis. Davis does not use a Bio-Bib. The Vice Provost and CAP have both expressed their support of the APM 210 modifications. In addition, the Vice Chancellor for Campus Community Relations briefed all department chairs about the modifications. The topic has also been formally added to new faculty orientation proceedings.

Chair Basri noted that the APM 210 modifications should not be interpreted to suggest that contributions to diversity are mandatory. They simply provide a way for faculty making those contributions to receive appropriate recognition and credit.

VII. Systemwide Senate Review of Proposed Amendments to APM 620, Policy on Off-Scale Salaries

Acting Assistant Vice President for Academic Advancement Sheila O'Rourke reported that the President's systemwide Work Group on Faculty Salary Scales is discussing recommendations for improving the fairness and transparency of the published scales. The UCAP, UCFW, and UCPB chairs sit on the Work Group, which is chaired by Provost Hume. The Work Group recommends:

- Eliminating exception language from policy governing off-scales, because off-scale salaries are not in practice temporary exceptions but a legitimate and integral part of normal compensation practices to meet market conditions.
- Re-defining "on-scale" to encompass the entire range between steps, not just a single point.
- Raising all salary scales to bring the majority of faculty back on-scale and eliminate disparities between UC and its comparison institutions.

UCAAD found the wording of 620-0 b ambiguous and thought it could suggest a limbo between on and off scale. Eliminate "next" so the text reads "...designated as off-scale if the salary exceeds the step in the published salary scale for the relevant title series." In section a. the "such as" is grammatically unnecessary.

There was strong support for the proposal. This will raise the salaries of faculty in lower paid fields, who are more likely to be women and underrepresented minorities, as well as at the campuses with more underrepresented faculty. There was concern that this could lead to unintended consequences, such as undermining the status of some faculty who might have

enjoyed off-scale status and may continue to seek that as a special status. There may be stratification by gender or ethnicity within the new ranges.

Action: UCAAD will submit comments.

VIII. Faculty Diversity Officers

UCAAD members were asked to research the role of Faculty Diversity Officers (also known as Equity Advisors) on their campus or to consider with local committees the possibility of instituting such a network of faculty members with the responsibility for monitoring diversity efforts and sharing and disseminating best practices in each department.

Berkeley. SWEM is finalizing a proposal that requests an expanded and upgraded role for Faculty Equity Advisors, previously known as Diversity Officers. Tenured faculty Advisors would be placed in every department to monitor diversity.

Riverside. UCR is considering a plan to place tenured faculty Equity Advisors in each college, whose duties would include meeting with faculty search committees and handling spousal accommodation appointments.

Irvine. The [ADVANCE](#) program has been institutionalized, but the number of Equity Advisors has been halved. Each STEM school now has one Advisor.

San Diego, Los Angeles, and Santa Cruz do not have Equity Advisors, but the UCSD CAAD has recommended the institution of a program similar to Berkeley's.

Santa Barbara. UCSB has a single Diversity Equity Officer in addition to a graduate student in an analogous position.

Chair Basri suggested that next year UCAAD consider the ideal Faculty Equity Advisor model, draft a position description, and submit a resolution or recommendation to Academic Council for campuses to adopt the model.

IX. Campus Reports

Davis: The Davis Senate executive committee endorsed a CAAD memo requesting a stronger voice in the Diversity Task Force response committee. The chancellor an accompanying letter advocating for an aggressive approach to diversity and equity issues at Davis, with recommendations for resources, goals, and accountability structures. CAAD plans to conduct a retroactive exit interview of minority faculty who have left the University. CAAD's request to have a Diversity Resources link added to the front page of the UC Davis [website](#) was successful.

Santa Barbara. The UCSB CAAD is confronting several challenges. Foremost is a lack of awareness on campus about diversity – particularly APM 210. CAAD itself is also struggling to diversify its membership to encompass a broader range of disciplines and faculty ranks.

Campuses face similar problems recruiting faculty to serve on Senate committees. One UCAAD member suggested using minority faculty listserves to promote Senate service. Another mentioned a new program at UCLA that invites junior and non-Senate faculty to participate in Senate committees as observers, which is helping indoctrinate young faculty into the culture of shared governance.

Los Angeles: UCLA is developing a new diversity website that brings together existing diversity resources in a central location. The campus has overhauled its admissions process to be more holistic, which CODEO hopes will result in more underrepresented minorities being admitted next year. The Chancellor's Diversity Advisory Group brings together the many groups promoting diversity at UCLA. It is expected to issue a report in the near future.

Irvine: Two years ago, the UCI senate formed a Special Senate Committee on Diversity that includes faculty from each of the seven senate Councils, and recommended that each Council modify its bylaw language to include a diversity mission. Most of the Councils have now drafted bylaw changes. The Faculty Welfare diversity subcommittee drafted revisions to the Review Committee Instructions for the evaluation of academic programs and ORUs.

Riverside: Riverside has established a new postdoctoral fellowship targeting diverse groups interested in STEM fields and a special fund to bring minority speakers to campus. CODEO has obtained permission from the Human Subjects Board to interview former faculty to help determine why faculty are leaving UCR.

Student Representatives: Graduate Student Representative Davilla attended a systemwide conference entitled “Changing the Culture of the Academy” sponsored by the Campus Community Initiative at UC Berkeley. Participants discussed the need for existing student organizations to build collaborations in support of common goals, and for graduate students to consider themselves stakeholders in efforts to increase diversity and retention in the Pipeline.

San Diego: CAAD is working with the Admissions Committee to consider UCSD’s use of the Admission by Exception policy and other strategies to increase minority student representation. The committees are also reviewing cases of UC-eligible students that just missed admission to UCSD. [Preuss School UCSD](#) is a charter high school on the UCSD campus that educates low-income students in hopes of increasing the representation of underrepresented minorities at UC. More than 90% of Preuss graduates were accepted to a four-year college or university, but it is not clear how many choose to attend UC.

Santa Cruz. CAAD’s Diversity Climate Survey was unanimously approved by the Senate Executive Committee. The results will be presented and discussed by the entire Senate at a spring forum. The recommendations include: establishing an Ethnic Studies department and/or more individual Ethnic Studies courses; promoting diversity programs in the Sciences; increasing diversity in staff hiring and promotion, continuing the implementation of APM 210; and instituting Faculty Equity Advisors.

Berkeley. Berkeley is unveiling a new diversity website, and the new Vice Chancellor for Equity and Inclusion will soon be named. The two main initiatives of the Chancellor’s Advisory Committee on Diversity – The Berkeley Diversity Research Initiative (BDRI) and a staff initiative called BUILD – are moving ahead, BDRI with six FTE.

Action: Chair Basri asked UCAAD members to find out whether their campus has undertaken a diversity initiative with FTE in the last ten years.

X. Increasing the Role of Diversity in Program and Departmental Reviews

UCAAD members were asked to find the policy language governing campus program review protocols, including any information about the role of diversity/diversity committees in reviews.

Berkeley. SWEM successfully proposed new policy language requiring the consideration of diversity in all department and program reviews. SWEM now participates formally on all review committees for departments and programs, and a SWEM representative attends meetings of the external review committee. SWEM’s chair also sits on the Program Review Oversight Committee and provides input into the composition of the external review committees.

Santa Barbara. Although the Senate diversity committee is not formally involved in reviews, diversity and equity concerns have been institutionalized in the [Academic Review Procedures](#). The Procedures ask departments to address diversity and equity in their self-assessment and long

range development plan; external review committees are asked to consider diversity in their review of the department or program; and faculty and students are surveyed about the campus diversity climate. Departments and programs must also address questions and concerns about diversity in the review follow-up. **Action:** Professor Stonich will circulate the survey tools.

San Diego. CAAD is participating in a campus-wide review of Organized Research Units (ORU) and has proposed new diversity language for the ORU Policies and Procedures Guide. CAAD also wants UCSD's long-range academic plan, *Charting the Course IV*, to address diversity.

Irvine. The diversity subcommittee has asked for the Instructions to Review Committees to be revised to include a requirement that departments include availability data on faculty and graduate students in their self-studies.

Chair Basri suggested that next year UCAAD draft a resolution asking campuses to integrate the consideration of diversity issues and the participation of diversity committees into their academic plan and review process.

XI. Systemwide Strategic Planning Documents

UCAAD reviewed a set of draft systemwide planning documents issued by Provost Hume summarizing each campus's academic plan and identifying themes common to all campuses. The Provost wants to encourage more sharing and transparency among campuses about planning activities. In its letter responding to Provost Hume, Council stressed the need to enhance and align the common theme of diversity as a key element of successful systemwide academic planning, and to establish a minimum Universitywide standard for incorporating diversity in all program reviews.

Chair Basri asked members to review the documents. UCAAD members supported the concept of a systemwide strategic plan, but were disappointed with the campus summaries they felt were not specific enough. The committee will await new renditions.

XII. Systemwide Review of the Intersegmental Committee of Academic Senates (ICAS) Proposed Resolution on the Proper Use of the California High School Exit Exam

ICAS is recommending that the CAHSEE exam, required by all California public high school students for graduation, should no longer be used as a sole determinant of graduation until questions about its value and impact are answered, and that scores should instead be used to identify schools in need of additional resources and investment.

UCAAD supported the intent of the resolution. Members agreed that more study is needed about its impact on high school students, particularly underrepresented minorities. CAHSEE does not address, and perhaps exacerbates, the underlying issue – the economic inequality related to race in the State of California and the inequitable learning conditions in California public high schools.

Action: UCAAD will submit comments to Council.

The meeting adjourned at 3:30 PM.

Minutes prepared by Michael LaBriola

Attest: Gibor Basri