

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

February 13, 2006 Meeting Minutes

Attending: Daniel S. Weiss, Chair (UCSF), Gibor Basri, Vice-Chair, (UCB), Nancy Beckage (UCR), Kit Pogliano (UCSD), Jody Kreiman (UCLA), Francis Lu (UCSF), Pauline Yahr (UCI), Susan Stonich (UCSB), Anita Garcia, (Student-UCLA), Cliff Brunk (Senate Chair), Sheila O'Rourke (Executive Director, Academic Compliance), Rosina Becerra (Associate Vice Chancellor, UCLA), Mark Westlye, (Director, Graduate Student Advancement), Susanne Kauer (Coordinator, Graduate Diversity), Sarah Dempsey (Coordinator, UC LEADS), Michael LaBriola (Senate Analyst)

I. Consent Calendar

Action: UCAAD approved the draft minutes of November 1, 2005.

II. The Graduate Diversity Pipeline – with Susanne Kauer

Graduate Diversity Coordinator Susanne Kauer presented slides and data about the experience of underrepresented minorities (URMs) and women in the faculty pipeline, in preparation for a meeting between representatives from the President's Task Force on Faculty Diversity and the graduate deans on March 3.

Underrepresented minorities comprise 41% of California public high school graduates, but only 17% of UC bachelor's degree recipients. That percentage shrinks at each step along the faculty pipeline. New graduate enrollments of URMs are 16% of the total; total graduate enrollments 15%; academic PhD awards 12%; and new faculty hires 9%. Finally, underrepresented minorities currently comprise 8% of total ladder faculty at UC.

Minority representation at nearly every stage of the pipeline has either remained the same or fallen over in the past two decades. Notable concerns include the large gap between PhDs awarded and new faculty hires, and the higher rate of resignation for underrepresented minority faculty at UC who have achieved tenure. In terms of gender diversity, females represent 50% of undergraduate and graduate enrollment and PhDs awarded, but comprise only 27% of UC faculty.

The Humanities and Social Sciences tend to be more diverse than other disciplines, but even in those fields, large overrepresentation in a few areas like Ethnic Studies and Education distorts the summary numbers and masks under-representation in less diverse areas like Economics. It is imperative then, to examine the data at the department level to see the true condition of diversity at UC.

UCAAD members noted that faculty play a key role in the diversity pipeline because faculty hiring and graduate recruitment and selection are all actions heavily influenced by individual faculty. They observed that although some faculty are working hard to promote diversity, others are indifferent to these efforts, and there is concern that some continue to work against them. Faculty can work to change the false perception that "quality" is inconsistent with diversity and look beyond research priorities that focus only on existing strengths of the University. Preferential treatment to entrenched programs can exclude people from diverse backgrounds who may want to study or teach in other areas. It is important to publicize availability data, but it can

sometimes work against diversity if departments see themselves as being “at par” with availability and point to a lack of candidates in the pipeline as an excuse for a lack of diversity. Instead, UC should be a leader. The pipeline is certainly an issue, but action can be taken to work with the individuals who are in the pipeline.

Members recommended that these data be publicized and ultimately put on the web as a resource. The presentation should also include a statement of confidence about the statistical significance of the data, present “error bars” or otherwise emphasize that these are population data and that even a 1% difference is a true difference.

Graduate Student Advancement Director Mark Westlye reported that funding for Academic Preparation programs—formally “Outreach”—had been cut dramatically in recent years. [UC LEADS](#), a two-year research immersion program for upper-division undergraduate students interested in science, technology, mathematics, engineering (STEM) had suffered cuts of more than 50% over three years.

Several other fellowship and mentorship programs at UC promote diversity throughout the pipeline by encouraging undergraduates from diverse backgrounds to consider graduate school and teaching. The Alliance for Graduate Education and the Professoriate ([AGEP](#)) is a federally funded program that encourages the participation of under-represented students in doctoral STEM programs. Sarah Dempsey reported that the Southern Regional Educational Board hosted the Institute on Teaching and Mentoring [conference](#) in October 2005. UC AGEP sent 30 graduate students and 12 faculty/staff/administrators to the event. The event was so successful that UC AGEP would like to model a similar conference for the West Coast.

III. Report from the President’s Task Force on Faculty Diversity – with Rosina Becerra

Rosina Becerra, UCLA Associate Vice Chancellor for Faculty Diversity and chair of the President’s [Task Force](#) on Faculty Diversity, joined the meeting to discuss some of the Task Force’s findings and planned recommendations.

The Task Force was appointed by President Dynes in 2005 to conduct a comprehensive program review of faculty diversity efforts at UC. Campuses submitted diversity data and descriptions of programs, practices and policies to the Task Force, which conducted campus site visits to assess programs, hold forums, and meet with administrators, deans, chairs, and faculty groups. The Task Force will discuss its findings and recommendations at meetings of the Council of Graduate Deans, the Council of Vice Chancellors, the Council of Chancellors, the Academic Council, and finally, a Systemwide Summit on Faculty Diversity to be held May 23rd. Each Chancellor will be asked to nominate four to six campus leaders to participate in the Summit and act as the campus implementation team for the Chancellor.

Associate Vice Chancellor Becerra said each campus has made individual efforts to develop diversity programs, but for diversity to take hold in a meaningful way, a variety of strategies would be needed. She said the Task Force presentations will outline best practices for addressing the under-representation of women and minorities in the faculty ranks, and consider issues of climate, the role of search committees, the diversity pipeline, and mentoring support for junior faculty. The Task Force also will discuss the FTE allocation process; UC’s institutional financial commitment to diversity programs; incorporating diversity into campus strategic academic plans;

making diversity a factor in program reviews, faculty rewards, and leadership assessment; instituting a high-level academic appointee on each campus with official accountability for faculty diversity; and developing research and curricular programs. Finally, campuses and campus leaders must send a clear message that continued excellence must include diversity.

UCAAD Vice Chair and Task Force member Basri presented slides further illustrating the diversity situation at UC. There has been virtually no progress for URMs over 20 years, and the absolute number of African American faculty in particular has remained very low. Resignation rates are higher overall for minorities, particularly at the full professor level, which indicates that they are being lost to competing institutions. The Chicano/Latino pipeline is particularly leaky, dropping by a factor of four between high school and the UC professoriate. Over the past 20 years the number of women faculty has been climbing, but UC still hires below national availability at every rank.

It was noted that the responsibility for diversity lies not only with faculty of color, but with all faculty, and although it is important to have faculty of color sitting on search committees, that does not guarantee a diverse pool or a diverse faculty. Departments themselves must make diversity a priority and the larger institution must create incentives for them to do so. It is critical to have both a top-down and a bottom-up approach.

Director O'Rourke added that the Task Force would like to see Summit nominees come from core campus leadership positions—e.g., the Provost, EVC, Vice Provost for Academic Personnel, etc.—individuals who are best positioned to push a positive action plan. UCAAD members can help by recommending such people if they are asked. UCAAD members can spread the message that improving diversity requires a variety of solutions and a commitment from everyone.

IV. UCAAD's Proposed Systemwide Statement on Diversity

Academic Council had asked UCAAD to review responses and comments about its proposed statement collected from systemwide committees and divisions during the initial Senate review.

Chair Brunk also asked UCAAD to clarify its desired action—whether the statement was meant to represent the Faculty through a Council and Assembly endorsement, or whether UCAAD also wanted the Senate to forward the statement to President Dynes for his review and adoption as the policy of the University of California. Chair Brunk recommended that the statement be forwarded to the president.

Members decided to ask both the Council and the Assembly to endorse and adopt the statement as a Statement of the Academic Senate. Once endorsed, the Senate could begin to take concrete action based on the principles. UCAAD decided its main goal was to have the Senate express its support for the principles in the statement, but that it was also important for the University as a whole to enunciate the principles, so it would also request the President's endorsement. It would be important to have the statement acted on in time to be announced at the Faculty Diversity Summit in May.

Members carefully reviewed and considered each comment from the systemwide committees and divisions. In general, the responses were supportive of the principles in the statement. The

Berkeley Division and the Davis Graduate Council both endorsed the statement, but also had suggestions for very substantial modifications. Most of the other comments and suggestions were more minor suggestions. UCAAD decided that the core of the statement should stay as it was originally written, but also adopted several of the suggestions.

Action: UCAAD adopted the new version of the statement and will submit it to Council with a transmittal letter clarifying the desired action.

V. Systemwide Graduate Application Question

Director O'Rourke asked UCAAD to review a systemwide graduate application question about diversity modeled after APM 210 that will be discussed at an upcoming meeting with the graduate deans. The proposal was to add a question to every graduate school application, inviting graduate candidates to discuss their contributions to diversity, which departments would be able to consider at their discretion in the evaluation of merit for admissions and selection.

UCAAD members endorsed the general concept of having such a question added to the applications on each campus. There was some concern expressed that the question was too similar to APM 210, that undergraduates would not understand what was being asked, and that the wording should be adjusted to make it more understandable to them. The committee recommended that both UCAAD and CCGA have continuing input into the project.

VI. Campus Reports

Irvine. Every year Irvine prepares a federal affirmative action compliance plan that includes underutilization data on women and minority faculty. Last year the UCI diversity subcommittee asked successfully that the data be posted on the web and distributed to faculty and departments. The subcommittee is concerned that UCI has not made a good faith effort to develop a concrete plan for solving under-representation, and wants the administration and each recruiting unit to develop and submit an annual plan as well as a follow-up report on its effectiveness. The subcommittee recently noticed discrepancies in the CAP and administration understanding of whether salary, or only rank or step, is covered in a career equity review. Finally, the subcommittee has not been able to obtain equity data on step within rank for women and minorities, which is supposed to be public information.

Action: UCAAD will invite Assistant Vice President Ellen Switkes to the next UCAAD meeting to discuss the issue of public access to data.

Berkeley. A faculty member from the law school challenged UCAAD's modifications to APM 210 on academic freedom grounds, suggesting that a faculty member could be punished if their diversity research around inequities did not find inequities. The UCB Academic Freedom Committee asked for a review from the Berkeley Divisional Council, which decided that the argument had no merit, but also thought the issue should be clarified. The Committee on Rules and Elections wrote a statement clarifying that the APM did not imply the suggested outcome.

Los Angeles. CODEO was asked to consult on issues with the LGBT community on campus, and a joint student/faculty committee has formed to examine diversity in graduate admissions, as well as Proposition 209 compliant strategies to increase enrollment of underrepresented minorities.

VII. Implementation of Changes to APM 210, 240, and 245

UCAAD discussed strategies for the implementation of the APM 210, 240, and 245 policy modifications.

Chair Weiss and Vice Chair Basri met with UCAP on December 6 to solicit input. They were encouraged by the discussion at that meeting about the implementation responsibilities of department chairs, deans and CAPs. UCAP agreed that CAPs can help draw awareness to the changes by communicating to department chairs the shift in emphasis and CAP's expectation that the diversity issues in the modifications would be addressed. CAPs would also consider how to value these contributions in reviews and continue to work with local diversity committees to build relationships around this and other issues.

Members agreed that several things should be considered in assessing the effectiveness of the modifications: whether faculty members are aware of the changes, and are putting cases forward with knowledge of the new criteria; whether an accountability structure is in place in which chairs are encouraging faculty to use the criteria and then incorporating them into the case; and finally whether CAP sees and act on the criteria. UCAAD would like to see a year-end report that discusses the steps campuses took to make faculty and departments aware of the modifications, and which evaluates the effectiveness of the implementation and how the criteria came into play during the year. The Academic Addendum should include this information in some form.

The UCSF EQOP converted the text of the Office of Academic Advancement's *Affirmative Action Guidelines for Recruitment and Retention of Faculty* booklet into a spreadsheet with action steps, outlining a level of mandate for each step according to what is compelled under federal affirmative action regulations or permissible under Proposition 209, at the campus, school or department level. UCSF representative Lu said the document connected the dots between the specifics in the booklet and the broad APM changes, and would give the APM changes traction. He proposed that *Guidelines* be used as the basis for the implementation of the APM changes and asked UCAAD to submit the UCSF document to the campuses as a possible guide for implementation of the APMs.

UCAAD decided to request a UC Counsel legal review of the spreadsheet document. After the review, the document and a transmittal memo would be sent from UCAAD to the President's Task Force on Faculty Diversity as a recommendation for implementation and accountability. The committee will also send a version of the document to UCAP as a potential approach to implementation.

Action: UCAAD will send the document to University Counsel for review and then forward it to the President's Task Force.

Action: UCAAD members will request information from the campuses about what is on their Academic Addendum, or BioBib to see if language about the modification has been included or if it includes any place for information about activities regarding diversity.

VIII. Formal Review of UCAP's/Council's Proposed Modifications to Systemwide Academic Personnel Policies 220-18-b (4)

UCAAD reviewed the proposed modifications. Members were not convinced that the proposed language would make the campuses more consistent in their application of the advancement criteria or change anything relative to the concerns raised two years ago about diversity in the step system. Whatever the ultimate disposition of changes to APM 220, the analysis of the University data regarding potential differential advancement based on gender or minority status should be vigorously pursued. A change in the language should not be used as a reason to terminate the pursuit of a more sophisticated analysis.

Action: UCAAD will submit comments to Academic Council.

The meeting adjourned at 4:00 PM.

Distributions:

1. Proposed Systemwide Statement on Diversity
2. Systemwide Graduate Application Question
3. Memo from Francis Lu
4. Participation of Domestic Minorities and Women at UC, by Level

Minutes prepared by Michael LaBriola

Attest: Daniel S. Weiss