

UNIVERSITY OF CALIFORNIA **ACADEMIC SENATE**
UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY
April 22, 2005 Meeting Minutes

Attending: Ross Frank, Chair (UCSD), Gibor Basri, Vice-Chair, (UCB), Bruce Haynes (UCD), Francis Lu (UCSF), Shirley Lim (UCSB), Muriel McClendon (UCLA), Gina Dent (UCSC), Pauline Yahr (UCI), George Blumenthal (Academic Senate Chair), Sheila O'Rourke (Executive Director, Academic Compliance), Michael LaBriola (Senate Analyst)

I. Announcements by the UCAAD Chair – Ross Frank

Chair Frank attended the February meeting of UCAP as a guest consultant during their discussion of a new faculty career database. The database came about because of concerns raised last year by the Professorial Step System Task Force that advancement disparities at the barrier step might be related to gender and ethnicity. At the time, the existing data were insufficient to support this conclusion definitively. UCOP's data coordinator presented a new snapshot view of the situation to UCAP using the new data, which some members thought showed little if any problems with equity. Others however, did not think the methodology used to produce the new data sets addressed the questions asked in the original Task Force report. It was agreed that further development of the database and of queries related to equity were needed, taking into account attrition and including not only an analysis of the barrier step, but of the transition to full professor. Vice-Chair Gibor Basri will represent UCAAD at UCAP's May meeting during the next stage of the discussion and advocate for a comprehensive approach to the issue.

UCAAD's revisions to APM 210, 240, and 245 take effect July 1. Versions showing changes are currently on the [UCAAD website](#). Chair Frank also discussed with UCAP how faculty and CAPs are informed about changes to the APM, and proposed that the two committees work together on pro-active strategies to draw awareness to the changes.

Faculty and administrators from California research universities met at Stanford recently to discuss the California Universities Pipeline Project, which will focus on improving faculty and graduate student diversity and strategies to keep more of the talent pool in California. One idea was for the presidents and chancellors of the institutions involved to submit a joint statement on the value of diversity.

Chair Frank spoke with members of the Council/EVC March retreat agenda planning committee to advocate for the inclusion of diversity-related topics in the graduate education discussion.

Action: The committee approved the minutes of the January 28, 2005 meeting and adopted the consent calendar. Members supported the proposed revisions to APMs 710, 080, and 700—systemwide policies related to Absences, Sick leave, Medical Separation and Leaves of Absence General, which they said promoted equitable treatment of faculty, and ensured that disability and leave actions were regulated with objective, written standards that could be observed, implemented and audited.

Action: Analyst LaBriola will draft a news article about the APM changes for inclusion in the *Senate Source*.

II. Consultation with UCOP

- *With Sheila O'Rourke, Executive Director of Academic Compliance*

Director O'Rourke reported that President Dynes has decided to launch a systemwide initiative on faculty diversity, and a Task Force charged with reviewing diversity programs and results on each campus will lead the Initiative. Task Force representatives will meet with administrators, CAPs, CAADs, graduate student groups, and others, during campus visits that will begin in the fall. In early 2006, the President will convene a Summit meeting to report and discuss findings. Organizers hope that the effect on minority hiring will be analogous to the increase in female faculty hiring seen after 2002 the Faculty Gender Equity Summit. UCAAD members suggested that data be collected using a uniform methodology, and that local diversity committees involve themselves in deciding how local site visits are organized and conducted.

Director O'Rourke distributed copies of the Office of Academic Advancement publication, [*Affirmative Action Guidelines for the Recruitment and Retention of Faculty*](#). She thanked UCAAD for its efforts over the year, and said the activity and interest surrounding diversity issues could be attributed in part to the effectiveness and robustness of the committee.

III. Campus Reports

Berkeley. At a campus-wide Diversity Forum held March 3, Berkeley's new Chancellor referred to himself as the CEO ("Chief Equity Officer") for UCB. Chancellor Birgeneau has also made statements publicly in support of affirmative action and diversity and critical of Proposition 209, which he said has handcuffed the university's goals and efforts in this area. SWEM's Chair is serving on several new committees, including a planning committee for a new research institute focused on diversity, multiculturalism and equity, and a committee advising the Chancellor about ways to codify diversity into the administrative structure. In this context of renewed discussion on campus about diversity, SWEM has been feeling more empowered to propose changes to the FTE allocation structure and departmental search process to improve faculty diversity.

Santa Cruz. CAAD has been having a difficult time obtaining some of the data they feel is necessary to understand and respond to issues like underutilization and graduate student diversity. The committee has scheduled a meeting with the new UCSC Chancellor, and will be asking her to fund a campus-wide climate survey produced by CAAD. The survey will focus on hiring data and faculty perceptions about the environment of equity and inclusiveness at UCSC. The committee is also considering how traditional departments and disciplines control the research agenda at UCSC; low levels of diversity among deans and senior administrators; resistance on campus to diversity efforts; and criticism directed against the new Chancellor, some of which has been motivated by bigotry.

Los Angeles. The UCLA committee discussed the draft statement on diversity that was developed and vetted at the last UCAAD meeting. They are thinking about asking the UCLA Chancellor to make a public statement about diversity in support of Chancellor Birgeneau.

Davis. The committee wants a direct “Diversity” link added to the Davis Internet home page, and they want to post underutilization and retention numbers on the web. The committee is going to invite the Vice Chancellor for Personnel to speak to the faculty about the APM changes and members are pursuing what progressive changes might be possible for the ethnic survey box on the graduate school admission application.

UCB’s graduate school application was distributed, and UCAAD members raised the possibility of a systemwide standard for the ethnic survey box, if one does not exist already.

San Francisco. The UCSF Senate diversity committee reviewed UCAAD’s draft systemwide definition of diversity and their proposed revision was distributed to UCAAD members. UCSF also distributed an “*Infrastructure Model for Culture Transformation*” to UCAAD. UCSF’s ad hoc Task Force on diversity has written a letter to the Chancellor asking him to be more involved in diversity efforts and suggesting how to jump-start a new process. A faculty diversity subcommittee converted the text of the Office of Academic Advancement’s *Affirmative Action Guidelines* booklet into a spreadsheet with action steps. They also developed a pilot questionnaire for Search Committee Chairs, Deans, and Department Chairs that evaluates affirmative action best practices in faculty recruitment and selection. It is ok for UCAAD members to use and reproduce both documents.

Santa Barbara. Members of the Senate committee on diversity are frustrated with the limited influence they have, and with what they see as the top-down decision-making process at UCSB on issues related to diversity. However, systemwide meetings have been valuable in terms of providing action models for UCSB. Inspired by Berkeley, the committee objected to the omission of diversity language in the 15-year strategic academic plan, and sent a proposal for language. The committee is struggling with embedded notions on campus that diversity is assumed to be “unfair,” and “quality” and diversity are assumed to be incompatible. Instead, the real question has to be: how is quality possible *without* diversity?

Irvine. The UCI University Counsel spoke to the Senate Faculty Welfare committee (of which Affirmative Action and Diversity is a subgroup) on the issue of Proposition 209 vs. Federal Affirmative Action regulations, but some members were left still feeling confused. The Diversity committee has succeeded in getting some underutilization data for Irvine posted on the web, but the data does not depict the situation at the department level—a distortion, because traditional disciplines at UC have not diversified; rather, diverse faculty have been largely ghettoized into ethnic studies programs. Faculty have also questioned the effectiveness of the University’s “good faith” plan to address underutilization, and administrators have not satisfactorily defined campus or departmental Affirmative Action plans. The committee wants more involvement in the FTE allocation process, because research priorities continue to be limited to areas that historically have the worst record on diversity.

IV. Update from the Academic Senate Chair – George Blumenthal

The Academic Council recently met with campus EVCs for a half-day retreat to discuss two agenda topics: graduate education and the diversity of the UC faculty. There was agreement that UC is facing a graduate education crisis, as the cost of living rises in California and campuses struggle to attract the best students with competitive financial offers.

The second half of the discussion focused on the diversity of the UC faculty. Retreat participants reviewed systemwide hiring data in comparison to both national and “Comparison 8” availability pools, and discussed the importance of diversity as a matter of consideration in each of three stages—the search process leading up to a hire; the actual hiring decision; and throughout the progress of a career, in terms of advancement equity and retention.

UCAAD members remarked that for change to occur, it is necessary to have commitments not only from university and campus leadership, but also from the general faculty, who are the ones actually conducting the searches and making hiring decisions. The new systemwide Faculty Diversity Task Force should consider what can be done at the systemwide level with regard to diversity, for instance, by coordinating campus best practices and institutionalizing policies on a systemwide basis. An example of a successful systemwide policy is the FTE allocation incentive in the President’s Postdoctoral Fellowship Program.

UCAAD members reiterated that the two central, foundational issues are how to inject diversity concerns effectively into the FTE allocation process and the faculty search process. Chair Blumenthal said he thought it would be appropriate for UCAAD to work with UCPB on the FTE allocation issue. The administration seeks advice from the Senate on the FTE process through local budget committees, and those budget committees should perhaps also be seeking the input of diversity committees.

Finally, members brought up the issue of UCAAD gaining permanent representation on Academic Council. Many issues and policies before Council have ramifications for affirmative action and diversity, and members feel that a voice from UCAAD needs to be directly present at the discussions to ensure that diversity concerns are included. The arrangement with UCAP is not ideal, because although diversity issues are certainly relevant to the CAP process, it is not the only place they are relevant. Chair Blumenthal told the committee that Council is sensitive to diversity in its discussions. However, there is reluctance in Council to add more members because it is already a large group, and adding another division (Merced) next year. Nevertheless, there is nothing wrong with UCAAD making this request again, although it is not likely to pass.

V. Systemwide statement on the value of diversity as integral to excellence

At the January meeting, UCAAD members decided they would like to formulate a definition of diversity and a statement about its place in the mission of the university that could be recommended to the administration as a systemwide statement. The committee has gathered ideas for language from various sources, including the definition on the UCSF website, and a statement in the Berkeley Strategic Academic Plan.

One member said the definition itself could be seen as a footnote to the main task, which is a statement of what is at stake for UC’s mission in terms of diversity and why it matters within an historical context, with an understanding that the statement may change. It was noted that the committee discussed this topic in a 2002 [essay](#) in the Senate publication *Notice*.

The statement includes a list of possible inclusive categories of diversity and diverse people. One member offered a minority opinion that defining diversity in this way is not useful because

it invites attacks on the definition and sidetracks the real issue. Another added that a letter of concern noting current challenges, rather than a definition, would be more effective.

It was agreed that the definition would continue to be vetted and discussed over email toward a final version that would go forward to Council. The letter accompanying the definition would foreground the reason for developing the statement, connect diversity to excellence and UC's mission, outline the poor situation at UC in terms of diversity, say the culture of the university must change, and ask Council to adopt the statement and the University to respond to the current situation. If adopted, the definition could be seen to represent the Academic Council's commitment to diversity.

Action: The committee will review a new draft, make editing comments and contributions, and vote on a final version over email, which will be submitted to Council.

VI. Local campus committee empowerment program

The committee reviewed a draft set of recommendations for local committees and campuses suggesting what the role of a strong campus diversity committee should be in departmental and administrative reviews and hires. The committee will submit a letter to Academic Council asking them to endorse the recommendations and forward them to the campuses.

Action: A revised draft will be circulated to members for comment and submitted to Council.

Action: The committee deferred Agenda Item VI, Graduate Application Language, Item VIII, Creating a Web Presence for Diversity, and X. The Role of Affirmative Action Officers, for consideration next year.

Action: The committee thanked Professor Ross Frank for his two years of exceptional service to the committee as Chair and gave him a round of applause.

The meeting adjourned at 4:00 PM.

Distributions:

1. Infrastructure Model for Culture Transformation
2. Draft Definition of Diversity
3. California Universities Pipeline Project
4. UCB Application for Graduate Admission
5. UCSD Campus Report
6. *Affirmative Action Guidelines for the Recruitment and Retention of Faculty*

Minutes prepared by Michael LaBriola
Attest: Ross Frank