UNIVERSITY OF CALIFORNIA   **ACADEMIC SENATE**
UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY
April 10, 2006 Meeting Minutes

Attending: Daniel S. Weiss, Chair (UCSF), Gibor Basri, Vice-Chair, (UCB), Nancy Beckage (UCR), Theodore Chan (UCSD), Bruce Haynes (UCD), Ines Boechat (UCLA), Francis Lu (UCSF), Susan Stonich (UCSB), Pauline Yahr (UCI), Anita Garcia, (student rep-UCLA), John Oakley (Academic Senate Chair), Sheila O'Rourke (Executive Director, Academic Compliance), Michael LaBriola (Senate Analyst)

I. Consent Calendar

__Action__: UCAAD approved the draft minutes of February 13, 2006 with minor revisions.

II. Consultation with Office of the President –*Sheila O'Rourke*

Director O'Rourke reported that on April 6, a group of UCB law students sponsored a Proposition 209 symposium. Also planned for fall 2006 is a two day academic research symposium at Boalt Hall on the impact of Proposition 209.

One member noted the difficulty of accessing equity data on step within rank for women and minorities, which the member said should be available at the campus library. In a career equity review, faculty can ask only for a correction of step, not pay, so it is important to have this step data readily available.

Director O'Rourke said members of the general public, including individual faculty, have the right to access salary information for all university employees. She also noted that some academic personnel offices have made it a practice to inform the person whose data is being released about the identity of the requestor. Individuals may request data on race and gender without names attached, or data including specific names, salaries and departments. There are three task forces currently looking at UC compensation and transparency, which will soon be releasing recommendations about how salary data should be made public.

One member noted that it is difficult to make conclusions about discrimination and inequities from salary and step disparities, because other factors have made a mess of the UC pay scales. To meet market conditions and attract and retain top faculty, UC pay scales are being supplanted by a market-based retention system, which rewards outside offers with negotiation of off-scale compensation rates. Many incoming and junior faculty are also given large off-scale supplements, which is creating further disparities across fields. There is also evidence, however, that women and minorities are less likely to seek outside offers or to otherwise be assertive in negotiating off-scale compensation when they arrive at UC. Berkeley's SWEM sponsors negotiation workshops to train faculty to be more forceful and negotiation-savvy.

Members decided an effective approach would be to expose the issue and encourage individuals to take responsibility. UCAAD will explore requesting systemwide salary data to provide to the divisions, so Senate members can have access to it without notifying their departments by name.

III. **Report from the President's Task Force on Faculty Diversity** – *Sheila O'Rourke and Gibor Basri*

The Task Force is preparing for the May 23 President's Summit on Faculty Diversity, where it will discuss its findings and recommendations. Each Chancellor was asked to select several campus academic administrators and Senate leaders to participate in the Summit and act as the campus implementation team for the campus.

Director O'Rourke gave UCAAD a preview of the data presentation being prepared for the Summit. Over the last 20 years, there has been little change in the percentage of underrepresented minority (URM) faculty at UC, with the number of African American faculty in particular remaining very low at 2.5%. In absolute numbers, there are only 211 African American faculty systemwide, and the number of tenured and full professors is even lower. On the positive side, judged against its peer "Comparison 8" institutions, UC is better or at par in most areas of URM faculty, except for African American faculty.

The Task Force discovered that it is essential to disaggregate the data on URM faculty, because strengths in some areas mask weaknesses in others. Representation varies across fields—e.g., STEM fields versus Humanities. In addition, three departments—Ethnic Studies, Languages and Education—account for 25% of URM representation at UC, but less than 8% of all faculty at UC. Similarly, within fields with apparently strong URM representation, e.g., Social Sciences, disaggregation reveals that there are significant differences in sub-disciplines, history and economics, for example.

The pipeline for all URM groups is very leaky with the proportion dropping from 41% of high school population to only 7% of the UC professoriate. For women, the biggest drop in the pipeline is between graduate school and hiring. The Task Force did not explicitly focus on women, but included those analyses to understand the differences between women and minority groups for equity efforts. UC hires women below national availability in all fields. For minority groups however, UC hires below national availability primarily in STEM fields. Addressing the representation of minorities and women in STEM fields, health sciences and professional schools will be a critical issue.

The Task Force will recommend making diversity a factor in program reviews, faculty selection and advancement criteria, and leadership assessment; incorporating diversity into campus strategic academic plans and research agendas; allocating more resources to reward diversity efforts; instituting a high-level academic appointee on each campus with official accountability for faculty diversity; as well as increasing department accountability. The Task Force also will recommend that campuses consider changes to the FTE allocation process and ways for improving climate.

Director O'Rourke reported that the Task Force has adopted the draft UCAAD statement in its report, and that President Dynes would also read his own statement in support of faculty diversity at the Summit.

UCAAD offered its continuing assistance to the Task Force. It was suggested that diversity committees invite campus Summit participants to meet with them about the issues.

IV.   UCAAD's Proposed Systemwide Statement on Diversity

In February, Academic Council asked UCAAD to review comments about its proposed statement that were collected from systemwide committees and divisions during the initial Senate review. A number of suggestions were received. The Berkeley Division and the Davis Graduate Council both endorsed the statement, but also suggested very substantial modifications, several of which UCAAD incorporated along with other minor suggestions into a revised statement that the committee sent back to Council.

At its meeting on March 22nd, Council endorsed the significantly different statement put forth by the Davis Graduate Council, which it forwarded for UCAAD's consideration. Council also invited Chair Weiss and Vice Chair Basri to Council's April 19 meeting to further discuss the issue. If an agreement is reached, one statement will be placed before the May Assembly.

UCAAD members were pleased that Council had endorsed a statement in support of diversity, but disappointed that its own statement, which it had spent two years working on, was rejected in favor of a statement that members felt had not been as carefully vetted or considered, and did not express the range of issues the committee felt was important. Some UCAAD members expressed frustration that their time had been wasted and diversity expertise ignored.

Academic Senate Chair John Oakley joined the meeting. He said that Council is a representative body that shares UCAAD's commitment to diversity, but that its members had favored the language in the Davis version. He recommended to UCAAD that it outline in a succinct, substantive document why diversity is better served by the UCAAD statement and why Council should change its endorsement. UCAAD members thanked Chair Oakley for the opportunity to have a continuing dialogue with Council on the matter.

Members discussed elements to include in the letter, which should not only promote the UCAAD statement but also point to serious issues of concern in the Council version. Members noted that UCAAD had originally set out to define diversity. Nevertheless, the statement endorsed by Council left out the definition and implied that diversity was simply the list of cultural identity variables. In addition, the Council statement omitted UCAAD's linkage of diversity with the UC academic mission. Several other concerns were also noted.

Originally, members wanted the statement announced at the Faculty Diversity Summit as a statement of the Academic Senate, but that seemed less important now that the president was going to read his own statement, and the Task Force was going to adopt the UCAAD version. Still, having some statement of the Senate read at the Summit remained a goal.

Chair Weiss asked for the consent of the committee to take certain actions at the Council meeting subject to Council's rejection of the UCAAD statement after he and the vice chair presented their case. Was UCAAD willing to remove its objection and ask Council to send the Davis version on to the Assembly? Members agreed to give the chair and vice chair some flexibility to seek a rational compromise. However they also felt there were non-negotiable elements in the Davis statement that had to be removed or they could not support it.

Action: UCAAD member Lu will draft a talking points document summarizing the concerns.

V.   UCAAD's Role on Academic Council

Chair Weiss and Vice Chair Basri were also invited to the April 19 Council meeting to discuss UCAAD's request for a seat on Council. Members noted that many issues and policies before Council have ramifications for affirmative action and diversity, and that having a voice from UCAAD be present at the discussions can help ensure that diversity concerns are included from the ground floor. To strengthen the argument for the presence of a UCAAD representative, it was recommended that UCAAD review the Council agendas from recent years and identify issues that directly or indirectly involve diversity.

It would also be worthwhile to point out that while membership on Council is given to the highest priority committees, Council has just affirmed in its *Diversity Statement* that diversity is a high priority. Logically, UCAAD should be given a seat. One past argument has been that adding a member to Council would increase the size of the committee to unmanageable proportions, yet it is only a 5% increase. It was noted that the time commitment for a Council member is enormous.

Finally, there was general agreement that it should be emphasized that if UCAAD's request is agreed to that it be initially on a trial basis, to determine if such an arrangement is the best way to accomplish UCAAD's goals.

Action: Members will contact their divisional chairs and encourage a positive vote.

VI.   Academic Personnel Issues

In March, Academic Council voted to discontinue its review of UCAP's proposed amendments to APM 220-18b (4) regarding the language criteria for Step VI and Above Scale. Council has referred the matter back to UCAP. UCAAD had raised different concerns about possible inequities in the step system. The committee reiterated those concerns in a March 3 letter to Academic Council, in which it said that whether or not the proposed changes were adopted, a thorough analysis of University data regarding potential differential advancement based on gender or minority status in the step system must still be undertaken.

VII.   Campus Reports

Santa Barbara. There is an effort on campus to update and expand UCSB's compliance with the Americans with Disabilities Act. An ad hoc faculty committee on disabilities, which includes representation from CAAD, is considering how to integrate ADA issues into diversity and equity measurements. There are plans to conduct an online needs assessment survey of faculty, staff and students, as well as a best practices survey of other campuses to move beyond a rigid compliance structure. UCSB is seeking recommendations for individual consultants with expertise in this area who could help put together the surveys. Finally, the committee is looking at obstacles to merit and promotion for senior women faculty.

San Diego. The committee plans to meet with the vice chancellor to discuss the role of diversity in the faculty career development grant program.

Irvine. The chair and chair-elect of the UCI Senate met with the diversity subcommittee to discuss diversity issues. There is currently a discussion in the senate about amending the charters of various committees to include diversity concerns, and a recommendation was made that the joint faculty-administrative Academic Planning Council include diversity as a formal part of its charge. The committee learned from the new Advance director that efforts to increase the pool have led to a more diverse faculty. The Office of Equal Opportunity and Development asked the subcommittee to suggest ways for increasing faculty diversity. One UCAAD member suggested the UCSF Faculty Ambassador Program as one model that other campuses might consider. Finally, the Faculty Women's Association worked with the senate to circulate a petition to increase child care faculties, which has shown some success.

Riverside. The UCR Affirmative Action and Diversity committee met with CAP, the Vice Provost for Faculty Equity, and others to discuss guidelines for recruitment.

Los Angeles. CODEO met with representatives from the campus LGBT community to discuss how LGBT issues can be addressed more effectively. CODEO is in the process of reviewing nominations for a bi-yearly senate award that recognizes faculty, staff or students who have made outstanding contributions to a fair and open academic environment.

San Francisco. The Ad Hoc Subcommittee on the Faculty Search Process made a set of recommendations to the Chancellor's Faculty Diversity Initiative Committee for increasing the profile of diversity in the faculty search and selection process, from position development to recruitment and selection. The recommendations outline specific points of intervention and monitoring in the process for deans, chairs, search committee chairs and staff based on the UCOP Affirmative Action Guidelines document. There were also a set of post-process evaluative questionnaires.

UCAAD members thought the suggestions could be integrated into the implementation plans for APM 240 and 245. There was consensus that unless the faculty pushes for implementation, it is unlikely to happen.

Davis. The committee has been following the much-publicized controversy over a UCD vice chancellor's separation package and a failed vote of no-confidence in the Davis Chancellor. A subcommittee appointed to consider a campus climate survey has stalled, and there is a feeling of frustration that efforts and calls to increase the profile of diversity on campus are meeting deaf ears. The committee is in the process of putting together data and other information for a diversity quicklink on the UCD home page.

V.   Systemwide Graduate Application Question

In February, UCAAD members endorsed the general concept of having a question added to campus graduate applications 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. At a meeting with the graduate deans in March, Director O'Rourke shared a proposed application question. Several campuses indicated that they have already implemented such a question, and several others said they would begin implementing such a change this year or next year. Individual UCAAD members can go back to their campuses to monitor the progress of this with the graduate division.

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

In February, UCAAD reviewed a spreadsheet document that was recommended for systemwide use by the Chair of UCSF's divisional committee to guide the implementation of modifications to APM 210, 240, and 245. UCAAD sent the document to University Counsel for review, and planned to send it to the President's Task Force on Faculty Diversity and to UCAP as one approach for implementation and accountability. As of April 13, UCAAD had not heard back from Counsel.

UCAAD members also requested the Academic Addendum, or Bio-Bibliography forms from their campuses to see if language about the modification or any place for information about activities regarding diversity was included. It was suggested that UCAAD, perhaps jointly with UCAP, could write a letter recommending that specific language be added to BioBibs and Calls.

The meeting adjourned at 4:00 PM. Chair Weiss thanked members for their hard work throughout the year, and expressed his admiration for their commitment to diversity issues. UCAAD members gave Chair Weiss a round of applause.

Minutes prepared by Michael LaBriola
Attest: Daniel S. Weiss