

## UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY, AND EQUITY

## Notice of Meeting

Thursday, October 11, 2018

**1. Welcome and introductions***Lok Siu, UCAADE Chair*

- a. Introductions
- b. Chair's reports
- c. Faculty Equity Advisor Recommendations
- d. Contribution to Diversity Statement Recommendations
- e. Transfer Task Force
- f. Recommendations for Salary Equity studies
- g. Joint areas of concern with UCAP:
  1. Providing guidelines for addressing "diversity" in tenure & promotion reviews
  2. Bias in teaching evaluations, especially for women and racial-ethnic minority faculty

**2. Campus reports from Committee Members****3. Consultation with UCOP Office of Academic Personnel and Programs***Susan Carlson, Vice Provost**Pamela Peterson, Executive Director and Deputy to the Vice Provost**Amy K. Lee, Diversity, Labor and Employee Relations Director*

- Campus practices in using "contributions to diversity" statements in recruitment
- Salary Equity Studies Meeting on Oct. 31<sup>st</sup>
- COVC diversity retreat
- Regents' item on faculty diversity
- California State Assembly Committee on Higher Education hearing on faculty diversity (Oct. 23<sup>rd</sup>)
- Advancing Faculty Diversity
- NSF-funded Evaluating Equity in Faculty Recruitment project and APLU INCLUDES
- Exit and Retention survey

**4. Travel information**Academic Senate Travel information: <http://senate.universityofcalifornia.edu/resources>**5. Consultation with Academic Senate Leadership***Robert May, Academic Council Chair**Kum Kum Bhavnani, Academic Council Vice Chair*

- Recommendations for Expansion of President's Postdoctoral Fellowship Program (PPFP)
- Legislative Hearing on Faculty Diversity
- Overview of the current activities of the Senate

**6. UCAADE's Joint Recommendations with Diversity Officers Group***Continuation of work from last year.*

- Recommendations for The Use of Statements on Contributions to Diversity, Equity, and Inclusion for Academic Positions at UC
- Recommendations for Equity Advisor Programs at the University of California

## 7. Systemwide Review Items

- [Proposed Revised Presidential Policy on Sexual Violence and Sexual Harassment](#) Comments due Dec. 5, 2018.

***Action requested:*** Decide whether and how UCAADE will respond.

*The other policies currently under systemwide review are:*

- [Proposed Presidential Policy on Principles of Accountability with Respect to Financial Transactions](#)
- [Proposed Revisions to Presidential Policy on Protection of Administrative Records Containing Personally Identifiable Information](#)
- [Proposed Revisions to Presidential Policy on Use of Vehicles and Driver Selection policy \(BFB-BUS-46\)](#)

## 8. Meeting wrap-up & next steps