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Assembly of the Academic Senate, Academic Council
University of California
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April 5, 2006

DIVISION CHAIRS

Alice Agogino (B) Roland Winston (M) Jean-Bernard Minster (SD) Faye Crosby (SC)
Dan Simmons (D) Adrienne Lavine (LA) Deborah Greenspan (SF)
Kenneth Janda (I) Walter Yuen (SB) Manuela Martins-Green (R)

RE: Implementation of the University Committee on Affirmative Action and Diversity's Recommendations for Local Diversity Committee Empowerment

Dear Division Chairs,

At its March 22, 2006 meeting, the Academic Council considered UCAAD's *Recommendations for Local Diversity Committee Empowerment*. The Academic Council first requested divisional review of UCAAD's recommendations in May 2005, and received responses from the end of the 2004-05 academic year through February 2006. After discussion of the divisional responses at its March meeting, the Academic Council voted to refer UCAAD's recommendations to the divisions for implementation.

On behalf of the Academic Council, I respectfully request that each division consider implementation of UCAAD's *Recommendations for Local Diversity Committee Empowerment* as you deem appropriate and feasible. The Academic Council applauds UCAAD's efforts to strengthen local diversity committees, and encourages UCAAD to monitor the divisions' progress in implementing their recommendations.

Sincerely,

John Oakley, Chair
Academic Council

Enclosure: *UCAAD Recommendations for Local Diversity Committee Empowerment*, May 6, 2005
Copy: Academic Council
María Bertero-Barceló, Executive Director, Academic Senate
Dan Weiss, Chair, UCAAD
Michael LaBriola, UCAAD Analyst



UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY
ROSS FRANK, CHAIR
rfrank@ucsd.edu

Ethnic Studies
9500 Gilman Drive
University of California San Diego
San Diego, California 92093-0522

May 6, 2005

GEORGE BLUMENTHAL, CHAIR
ACADEMIC COUNCIL

Re: Recommendations for Local Diversity Committee Empowerment

Dear George,

The University Committee on Affirmative Action and Diversity (UCAAD) has been discussing the role of divisional diversity committees, both within the Senate structure and with respect to diversity-related issues facing campuses as a whole. This discussion proceeds from the Committee's understanding that effective policies involving faculty diversity and equity require consideration of the issue in every facet of campus planning and procedure. We are concerned that in many cases, local committees play a very weak role or have limited involvement in these areas. At least three local committees still do not have permanent seats on Senate councils or executive committees, and diversity committees have little, if any, involvement in departmental and administrative reviews and hires.

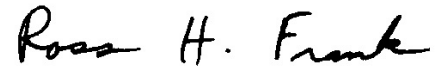
We have developed a set of recommendations outlining what we believe to be the ideal role of a strong campus diversity committee, which we ask Academic Council to consider and endorse. We are aware that each Division has its own procedures and processes in place for developing and approving policies related to the role of the Senate and of Senate committees, but we are confident that these recommendations will help strengthen local Senate divisions, local diversity committees in particular, and ultimately, enhance the discussion of diversity and equity on campuses. We encourage local committees and campuses to consider the list as a basis for further discussion.

Campus Affirmative Action and Diversity committees or their equivalent should:

- *Have permanent representation on divisional Senate Council, Executive Committee, or its equivalent.*
- *Be consulted about or have representation on campus wide diversity-related task forces, reports or other initiatives.*
- *Be consulted during the process of hiring and review of deans and senior administrative personnel.*

- *Be consulted about or participate in departmental and program reviews with respect to the role of diversity.*
- *Advise on diversity language for inclusion in guidelines for Faculty Development Awards, Graduate Student Fellowships, and other faculty and graduate student recruitment and retention programs and initiatives.*
- *Consult, advise, or participate in defining diversity language for campus medium and long-range planning efforts and the evaluation of responses, and in campus long-range planning efforts to ensure diversity issues are included consistently.*
- *Be cognizant of all programs directed at faculty and graduate student diversity.*
- *Play a role in the promotion of UCOP-sponsored resources for diversity, such as the Presidential Post-Doctoral hiring program and other campus-based initiatives.*

Sincerely,



Ross Frank
Chair, UCAAD

RF/ml

cc: Academic Senate Director Bertero-Barceló
UCAAD members