

COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY
Annual Report 2009-2010

To the Academic Senate, Santa Cruz Division:

The Committee on Affirmative Action & Diversity (CAAD) is pleased to report on a very active and productive year. Overall, we sought to enhance UCSC's diversity initiatives and to follow up on some of the previous work of the committee.

Climate

In 2006, CAAD undertook a year long, multi-faceted study of climate with respect to diversity issues with the support of then Chancellor Denton. A draft of this report was completed, and a very, very brief Executive Summary was submitted in the following year. This year, the Diversity Advisory Committee (co-chaired by Chief Diversity Officer for Students and Staff Ashish Sahni and Chief Diversity Officer for Faculty Alison Galloway) has undertaken to prepare similar documents across multiple sectors of the campus. With the Regents' recent efforts to enhance diversity on UC campuses and examine campus climate, the DAC will change its name and devote itself to responding to the Regents' accountability measures. The committee's new name is the UCSC Advisory Council on Campus Climate, Culture and Inclusion.

Faculty Retention Study

In 2007-2008 then Senate Chair Faye Crosby drafted the protocol for a faculty retention survey with input from CAAD and representatives from Academic Human Resources and EEO/Affirmative Action. The purpose of this study was to review why faculty left UCSC and what, if any, new policies could be put into place that would encourage retention. A significant number of these voluntary separations were women and/or faculty of color. Although the sample of returned interviews from recently separated faculty was small, the results showed that issues relating to diversity were a significant factor. Major causes cited were: spousal/partner employment, teaching load and service obligations, housing, and climate, including intradepartmental strife.

CAAD made two recommendations. The first was that the study be made available to interested faculty through the Senate office. The second was that Academic Personnel Office (APO) use the faculty retention survey to develop a web-based exit interview for faculty who are leaving UCSC so that more reliable data could be consistently gathered.

CDO Alison Galloway and Faculty Diversity and Inclusion Specialist Samantha Forde developed an exit interview for faculty in 2009-10 and consulted with CAAD about it.

Enhancing Affirmative Action Initiatives

CAAD consulted with the following in 2009-10:

Assistant Chancellor/Chief of Staff/Co-Diversity Officer Ashish Sahni

VPAA/Co-Diversity Officer Alison Galloway and Faculty Diversity and Inclusion Specialist Samantha Forde

Faculty working group of the Diversity Advisory Committee (DAC)
The Council of Deans

CAAD commented on the following documents:

- Draft Academic Programs and Units: Policy & Procedures Governing Establishment, Disestablishment, and Change
- Report of the Undergraduate Educational Effectiveness Task Force
- Provost and Dean of Graduate Studies Job Description
- Differential Fees Proposal
- Humanities Division Advisory Task Force Report on Reconstitution
- UCPB on Differential Fees and Non-Resident Tuition
- UC's Commission on the Future Initial Recommendations

Following procedures in place at other UCs, it was agreed that each academic year the chair of CAAD would meet with the incoming Committee on Academic Personnel (CAP) in order to review guidelines, and to emphasize the significance of diversity in the review process. This was not intended to penalize, but rather to give proper, enhanced recognition and credit for diversity efforts on the part of faculty in the review process. In 2009-10 the UC Committee on Affirmative Action and Diversity (UCAAD) decided to take charge of consulting with the UC Committee on Academic Personnel (UCAP) to develop standard language and procedures for noting APM-210 faculty diversity achievements.

In 2008-09, the search for a CDO was aborted due to budgetary constraints. With the formation of the Chancellor's Diversity Advisory Committee (DAC) and the appointment of two senior administrators as joint Chief Diversity Officers, diversity initiatives are now decentralized across multiple committees and offices. CAAD continues to be concerned about the absence of a high-level independent Chief Diversity Officer and worries that such decentralization creates confusion among faculty, staff, and students as to the chain of responsibility and authority when it comes to addressing diversity concerns, especially around faculty recruitment and retention, and campus climate for faculty and students.

Diversity Fund Program

In 2009-10 CPEVC David Kliger did not fund the Diversity program that offers academic units and programs up to \$2000 for proposals of projects that advance diversity goals at the graduate and faculty levels. The Chair of CAAD is asked to pursue the question of funding renewal for 2010-11.

Consultation on TOE Appointments

CAAD participated in the review of two Target of Excellence appointment proposals providing recommendations to CPEVC Kliger. In addition, CAAD participated in two requests for a search waiver to insure retention, and made a recommendation to CPEVC Kliger.

Diversity & the Budget Crisis

The CAAD chair and CAAD members met with numerous administrators, staff and faculty to seek ways to minimize the impact of the budget crisis on women and/or faculty and staff of color. CAAD expressed (and continues to express) grave concerns about the ways in which budget decisions will impact those who are most vulnerable in times of fiscal scarcity, and especially in those programs that most affect the academic success and retention of students of color at the graduate and undergraduate level. These efforts are ongoing.

In late fall CAAD formulated a survey to determine how the budget cuts are affecting diversity. CAAD distributed the survey to the Academic Personnel Office (APO), Staff Human Resources (SHR), academic deans, departments, resource centers, and colleges. CAAD received responses from the EEO/AA (for APO and SHR), one college, the Council of Deans, the office of Institutional Research and Policy Studies (for the academic deans), and nine departments. Most responders indicated that it is too soon to know the full effects of the cuts.

In the fall of 2010, CAAD will be chaired by Professor Herbert Lee. Professor Freccero returns to chair the committee in winter and spring 2011.

Respectfully submitted,

COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

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Carla Freccero, Chair

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