

**COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY**  
**Annual Report 2008-2009**

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 Study**

In 2006 CAAD undertook a year long, multi-faceted study of the 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. The Committee invited Professor Gina Dent, who headed the study and she met with us at length. Following this there was an effort to design a more comprehensive summary, but lack of time and the pressures of current issues prevented us from completing this effort.

**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 Human Resources (AHR) uses 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.

**Enhancing Affirmative Action Initiatives**

We invited campus counsel, Carole Rossi to meet with us to give us a better understanding of affirmative action law and appropriate diversity protocols for the campus. As a result of this consultation committee members felt they had a much better understanding of the legal enforcement of affirmative action especially following federal guidelines in faculty and staff search procedures.

In accord with this CAAD commented on proposed amendments to APM 240 on the appointment and review of deans, and APM 210 on the significance of diversity-related initiatives by faculty in merit and promotion reviews. CAAD then met with CAP Chair Maureen Callanan. This resulted in a most productive discussion. Following procedures in place at other UCs it was agreed that each academic year the chair of CAAD would meet with the incoming 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 accord with the request of Ashish Sahni CAAD gave feedback on the proposed job description for a new Chief Diversity Officer (CDO) position for the campus. While affirming the importance of such a position the committee urged that the job description be narrowed and more focused to a manageable level, that the position be elevated to that of a Vice-Chancellor, and that additional staff be added to insure adequate resources for the CDO. These proposals were rejected. A CAAD member was on the search committee for a CDO, and reported that the search was completed and three viable candidates were selected. Subsequently, Assistance Chancellor Sahni aborted the search because of budgetary concerns. CAAD expressed grave concern over this decision.

### **Change in Committee on Affirmative Action Charge**

With the assistance of the chair of the Senate Committee on Committees CAAD requested that Senate Bylaw 13.12 be revised as follows: "The Committee on Committees has noted that the position of the EEO/AA Director has been eliminated . . . we ask that your committee review your committee's charge in consideration of this new administrative structure . . . and that until this review is completed and appropriate legislation is in place, no administrator is charged to 'sit with' CAAD and none should participate in the committee deliberations without CAAD's explicit invitation." This was recommended by CAAD and approved by the Academic Senate at its Spring 2009 meeting.

### **Diversity Fund Program**

We wish to thank CPEVC David Kliger for his generosity in once again funding this program that offers academic units and programs up to \$2000 for proposals of projects that advance diversity goals at the graduate and faculty levels. CAAD revised the guidelines for these proposals to update them and make them more explicit and specific. With the \$30,000 grant from EVC Kliger we were able to recommend funding to 13 different units.

### **Consultation on TOE Appointments**

CAAD participated in the review of two Target of Excellence appointment proposals providing recommendations to CPEVC Kliger. In one case the committee also worked very hard to secure a partner hire to assure the candidate's acceptance of the UCSC offer. In addition, CAAD participated in a request for a search waiver to insure a 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 effect the academic success and retention of students of color at the graduate and undergraduate level. These efforts are ongoing.

Respectfully submitted,

**COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY**

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