

**COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY**  
**Annual Report 2010-11**

To the Academic Senate, Santa Cruz Division:

The Committee on Affirmative Action & Diversity (CAAD) is pleased to report on a productive year. Carla Freccero served as CAAD Chair for the academic year, with Raquel Prado acting as Chair Pro Tem during Fall quarter. Stephanie Casher and Liana Gamber Thompson served as analysts for the committee.

Major topics addressed by CAAD during the 2010-11 academic year included:

**Faculty Hiring**

In Fall 2010, CAAD wrote to the Senate Executive Committee (SEC) to encourage them to “learn from UCSC’s affirmative action officer how well the various academic divisions are succeeding in matching utilization to availability (in accord with the dictates of Executive Order 11246) in the faculty ranks” and to “learn the ethnic composition of voluntary and involuntary pre-retirement separations during the last five years” as a means of ascertaining whether faculty of color are leaving UCSC at a greater rate than white faculty. CAAD also encouraged SEC to work with Campus Provost/Executive Vice Chancellor (CPEVC) Galloway to devise effective means for promoting diversity in the hiring of faculty over the next few years.

**Diversity and the Academic Personnel Process**

In March, CAAD consulted with Dana Takagi, Chair of the Committee on Academic Personnel (CAP), to discuss strategies for disseminating information to faculty about consideration of contributions to diversity in the academic personnel process. As a result of that consultation, CAAD and CAP agreed to distribute a joint letter to Senate faculty underscoring the importance of diversity contributions in personnel review. This effort was conducted in conjunction with UCAAD and UCAP’s reaffirmation of the importance of contributions to diversity in the academic personnel process. The joint letter was sent out electronically to all Senate members on June 3, 2011.

As part of the effort to garner greater visibility around this issue, CAAD posted information on its committee website pertaining to evaluating contributions to diversity along with excerpts from the Academic Personnel Manual (specifically, APM 210) on recognizing diversity in the academic personnel review process. A copy of APM 210 and a list of “Top 12 Tips” for preparing personnel files were also distributed with the joint CAAD/CAP letter.

**Child Care**

In April, CAAD commented on a Report from the Child Care Task Force on the state of child-care for faculty and staff at UCSC. CAAD strongly urged the administration to adopt some short-term strategies (such as issuing vouchers for off-campus child care facilities) to allay the problem of inadequate child-care on campus. CAAD also stressed the need for a long-term solution such as the construction of a child-care facility on campus or the conversion of an existing space.

CAAD members felt that the issue of child-care was an especially important one and discussed the matter in a number of their administrative consultations, including those with Interim Vice Provost of Academic Affairs (VPAA) Lee and Assistant Chancellor Sahni.

### **Critical Race and Ethnic Studies Program**

Eric Porter, Professor of American Studies, consulted with CAAD in Spring to update the committee on the formation of a Critical Race and Ethnic Studies program. A faculty working group on Critical Race and Ethnic Studies was established in Spring of 2010-11, and several meetings with students were held to begin formalizing a plan for the program. Assistant Chancellor Sahni, CPEVC Galloway, and some of the divisional deans have shown support for the creation of a Critical Race and Ethnic Studies program; CAAD members were pleased with this progress.

### **Campus Climate Survey**

Assistant Chancellor Sahni asked CAAD to provide feedback on survey questions developed by the UCSC Advisory Council on Campus Climate, Culture and Inclusion (ACCCI) to be included in Campus Climate Surveys distributed to staff, students, and faculty in 2010-11 and 2011-12. CAAD responded favorably to the survey questions but discussed the importance of a significant response rate to the surveys. As a result of this discussion, CAAD sent a memo to Chancellor Blumenthal explaining that the committee would show “confidence in findings if and only if the response rate exceeds 33% for each of the surveys.” CAAD members felt that this response rate was reasonable after having learned (with the aid of the Office for Diversity, Equity and Inclusion) that similar surveys on other UC campuses tend to have a response rate of 35-50%. In response to CAAD’s suggestion, Chancellor Blumenthal indicated that he felt that useful data could be gleaned from the surveys even if the response rate is lower than 33%.

### **Proposal to Align Admission and Retention Functions with Academic Administration**

In June, CAAD conducted a joint consultation with Vice Chancellor of Student Affairs (VCSA) McGinty and Interim VPAA Lee to discuss a Senate Executive Committee proposal to realign Admissions and Retention Functions with Academic Administration. CAAD stressed its desire to work closely with Student Affairs and with the Vice Provost and Dean of Undergraduate Education to further retention, especially as a way to increase diversity. CAAD asked the VCSA about possible alternative ways to improve retention on campus. Time did not allow for the VCSA to offer any cogent alternatives.

### **Consultations and Correspondence**

CAAD consulted with the following in 2010-11:

Alison Galloway, Campus Provost/Executive Vice Chancellor

Ashish Sahni, Assistant Chancellor/Chief of Staff/Campus Diversity Officer for Staff and Students, and Mykell Discipulo, Affirmative Action Specialist

Herbert Lee, Vice Provost of Academic Affairs (VPAA)/Campus Diversity Officer for Faculty (3)

Dana Takagi, Professor of Sociology/Chair of the Committee on Academic Personnel (CAP)

Eric Porter, Professor of American Studies (2)

Felicia McGinty, Vice Chancellor of Student Affairs

CAAD commented on the following documents:

- Post-Employment Benefits Report
- Revised Policy on Self-Supporting Graduate Degree Programs
- UC Online Instruction Pilot Project Proposal
- Center for Information Technology Research in the Interest of Society (CITRIS) Academic Review Report
- Childcare Taskforce Report

**CAAD Representation**

The CAAD chair served as the campus representative on the system-wide University Committee on Affirmative Action and Diversity (UCAAD), which met four times over the course of the year. The CAAD chair also represented CAAD on the Senate Executive Committee (SEC), which met bimonthly. Kimberly Lau served as an alternate for SEC meetings. Lastly, the CAAD chair represented CAAD on the 2011 Chancellor's Achievement Awards for Diversity selection committee as well as the Martin Luther King, Jr. Convocation organizing committee.

**Diversity Fund Program**

In 2009-10, CPEVC David Kliger did not continue funding for the Diversity Program which offered academic units/programs up to \$2000 for proposals for projects that advance campus diversity goals. In step with that decision, CPEVC Galloway did not renew Diversity Program funding in 2010-11, and it remains unclear when and if funds will be restored.

**Consultation on TOE Appointments/Waivers of Open Recruitment**

CAAD participated in the review of a Target of Excellence (TOE) appointment proposal and waiver of open recruitment in Winter 2011 and provided a recommendation to CPEVC Galloway. In Spring 2011, CAAD commented on two additional proposed waivers of open recruitment for partner hires in two separate divisions on campus.

**Consultation on FTE Transfers**

While CAAD does not customarily comment on proposed FTE transfers for faculty moving from one department to another, the committee was asked to comment on 3 separate FTE transfers in 2010-11, as these transfers had potential to impact faculty diversity at the divisional and departmental levels. CAAD sent FTE transfer recommendations directly to VPAA Lee.

In the upcoming academic year (2011-12), CAAD will be chaired by Professor Kimberly Lau, who is currently a member of the committee.

Respectfully submitted,

**COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY**

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