

Committee on Affirmative Action and Diversity Annual Report, 2003-04

To the Academic Senate, Santa Cruz Division:

The Committee on Affirmative Action and Diversity (CAAD) is pleased to report that we were very active throughout the year. We worked hard to mainstream affirmative action and diversity goals in a wide range of activities relevant to faculty, staff, and students. The Committee continues to work closely with Director Patti Hiramoto (EEO/AA), Assistant Vice Chancellor Barbara Brogan (AHR), CP/EVC John Simpson, Chemers, Interim CP/EVC Peggy Delaney, and various Academic Senate officers and committees to keep diversity issues on the forefront and to develop new strategies to further advance diversity goals on this campus. The Committee appreciates its membership in the Senate Advisory Committee (SAC) and takes active part in its deliberations.

Diversity Fund Program

We wish to commend CPEVC Simpson, Acting Chancellor Chemers, and Interim CP/EVC Delaney for their commitment to sustaining the Diversity Fund Program, which offers departments up to \$2000 for proposals that will improve the likelihood of increasing applications from members of underutilized groups over time, supplement an existing diversity-oriented program, promote the pipeline of graduate students, or contribute towards a project or event that is linked to affirmative action or diversity goals. Last year, CAAD assisted in reviewing fourteen proposals and recommended funding twelve of the proposals, which were grouped into several funding tiers. The Committee was pleased to be involved in the process and suggested a number of changes to improve the program. We encourage faculty and departments to take advantage of this opportunity to enhance faculty diversity on the campus.

CAAD Participation in Excellence through Diversity Awards

The Committee participated in the selection of recipients of Excellence through Diversity Awards sponsored by the Office of Equal Employment Opportunity/Affirmative Action. This was the second year of the program, and there were 21 nominations received from the campus community and individuals, and programs were chosen based on a long-standing history of diversity practices. Five recipients were honored at a luncheon at the University House with Acting Chancellor Chemers, Interim CP/EVC Delaney, and other senior administrators, faculty, and staff members.

Participation in Committee on Honors

The CAAD chair was a member of the Committee on Honors, which was appointed in response to the Senate's request. The Honors Committee submitted its report on June 30th, recommending establishing a campus-wide honors program to attract an especially talented cohort of entering students.

The CAAD chair also took part in the WASC accreditation review and visit to the campus.

Consultation on TOE Appointments

CP/EVC Simpson agreed to consult with CAAD in addition to CPB before approving any TOE proposal. As a result of this decision, Interim CPEVC Delaney consulted with CAAD on a proposal to make an open recruitment in Literature.

Encouragement of Diversity on the Campus

Throughout this year CAAD members were active in ensuring that efforts to maintain diversity at various levels continued despite hard budgetary times. In our consultations with Senate Chair, Vice-Chair, CAP Chair, and with Acting Chancellor Chemers, we conveyed our concerns with regard to the importance of keeping our commitment to diversity goals. We wanted to ensure that selection committees for various senior administrative positions did include members from underutilized groups. The CAAD members feel very strongly that the campus-wide summit of chairs, deans, and heads of the search committees should do more to emphasize the importance of affirmative action and diversity and provide support mechanisms for their achievement.

In our consultation with Acting Chancellor Chemers we emphasized the need for reevaluation of the E requirement. We also discussed our plan to conduct a campus climate study. After our study we hope to produce a complex document that tells the story of how UCSC understands diversity in the current period. We seek to address some of the more conventional issues of mentoring, promotion, retention, etc. that have arisen in previous reports in the context of a larger evaluation of the campus—its curriculum, its student population, its relation between various divisions, and its interrelations between students, staff and faculty, among other considerations.

Respectfully submitted,

Committee on Affirmative Action and Diversity

Sonia Alvarez

Jean Brodie

Gina Dent

Karlton Hester (W & S)

Herbert Lee (S)

Patti Hiramoto, *ex-officio*

Triloki Pandey, Chair

August 31, 2004