

**COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY**  
**Annual Report 2011-12**

To the Academic Senate, Santa Cruz Division:

The Committee on Affirmative Action and Diversity (CAAD) is pleased to report on a productive year. The primary focus of the committee's work in 2011-12 was to improve UCSC's campus climate by enhancing diversity efforts. A brief overview is provided below.

**Diversity Service Fellowship Proposal**

CAAD developed a proposal for a Diversity Service Fellowship that would encourage and recognize diversity efforts across campus, while also protecting those whose service loads are particularly heavy by rewarding them with a *one-year service release* for their previously demonstrated and ongoing commitment to diversity-related service. The proposal for the fellowship emerged from the belief that faculty of color and women faculty are often asked and agree to do a disproportionate amount of service, particularly (but not solely) around issues pertaining to diversity and campus climate. In general, requests for such participation on a broad range of committees (e.g., Senate, internal and external job search, program evaluation, event planning, academic standing review, etc.) represent the university's best intentions for ethnic, racial, and gender diversity and inclusion, and faculty of color and women faculty certainly welcome opportunities to serve on such committees. The problem arises, however, when a relatively small number of said faculty becomes the "go to" people, especially (but again not solely) for diversity-related service requests. The proposal was sent to Campus Provost and Executive Vice Chancellor Galloway and Vice Provost of Academic Affairs Lee for review in Spring 2012. CAAD will continue to pursue establishing the fellowship in 2012-13.

**Salary Equity Study and Gender Inequity in the UC**

CAAD reviewed the salary equity report, *Analysis of UC Pay Equity by Sex and, Among Men, Ethnicity*, prepared for the University Committee on Affirmative Action and Diversity (UCAAD) by Professor Emerita Pauline Yahr (UCI). The central finding of the study is that within the University of California gender does affect pay. CAAD is concerned about this finding, and supports systemwide and local efforts to remedy the gender-related pay inequities outlined in the report. While the study did not set out to identify the mechanisms by which gender impacts pay, CAAD underscored the need for Academic Council or the UC Office of the President to investigate these mechanisms, especially since it would be premature to consider plans or programs for remediation in the absence of further analysis. Moreover, the study raised a number of questions and concerns that need to be pursued: What forms of remediation make the most sense? What have other comparable universities done in relation to similar gender-based salary inequities? How might cultural factors be incorporated in further research and remediation (e.g., internalized beliefs about self-advocacy, negotiation, and compensation; the largely gendered nature of child-bearing and child-rearing practices; attitudes about the "value" of different types of research; the gendering of certain disciplines, etc.)? In sum, CAAD found the report both enlightening and troubling, and is hopeful that UCAAD's request for data and action plans from each campus will lead to eventual remediation and creative responses to deeply engrained cultural attitudes and beliefs that affect gender inequities in salary. In addition, CAAD is also

hopeful that UC will continue to monitor salaries for inequities, not only in terms of gender but also in terms of ethnicity, particularly as faculty demographics continue to change.

### **Campus Climate Surveys**

CAAD reviewed and commented on the draft UCSC Climate Study Faculty Survey prepared by the UCSC Advisory Council on Campus Climate, Culture and Inclusion (ACCCCI). The survey was scheduled to be distributed in the Spring of 2012, but given recommendations from CAAD and other relevant Senate committees, it will likely be postponed until the 2012-13 academic year. ACCCCI surveyed graduate and undergraduate students on the campus climate in Spring 2011, but CAAD's request for the results have been deferred until Summer 2012.

### **Campus Climate Question on Instructor Evaluations**

Considering new approaches to collect valuable data on classroom climate issues, CAAD consulted with VPAA Lee regarding his proposal to add a question assessing classroom climate on Instructor Evaluation Forms. CAAD agreed that classroom climate is an important issue for students and faculty and are committed to exploring and raising awareness about the issues, but was uniformly opposed to the proposal for several reasons, most notably the possibility that students who feel challenged by course content around non-hegemonic ideas about race, gender, sexuality, etc. could use the question as an opportunity to criticize the course and/or professor despite the professor's effectiveness in teaching difficult material. In addition to proposing a program for faculty to advocate on the behalf of students (more below), CAAD recommended that alternatives be explored, including the following: disseminating information through Deans and/or Department Chairs encouraging faculty to alert students to their options for reporting classroom climate issues; partnering with resource centers on campus to provide support for faculty and students in handling classroom climate issues; consulting with the Student Union Assembly to further discuss options for creating more welcoming classroom environments.

### **Faculty Advocate Program**

In response to a growing concern that the classroom environment can become hostile because of racism, sexism, homophobia, etc., as a result of how course materials are delivered and/or discussed in the classroom, CAAD, led by Chair Lau, worked with Vice Provost of Academic Affairs Lee to develop a Faculty Advocate Program. A hallmark of the program is to provide students with the ability to meet with a trained faculty member who will be able to advocate or mediate on the student's behalf with the professor in question during the span of the quarter, thus (hopefully) shifting the classroom climate in time to affect the student's experience. CAAD will continue work on this program in 2012-13.

### **BOARS Transfer Admissions Proposal**

CAAD reviewed the UC Board of Admissions and Relations with Schools (BOARS) proposal for a Major-Based Transfer Admissions policy. CAAD was generally encouraged by the UC Office of the President's investment in policies that have the potential to expand opportunities for qualified community college students to attend UC, especially given that doing so may help the UC continue to diversify its student body. Nevertheless, CAAD raised a number of concerns primarily focused on how this policy proposal may negatively and disproportionately affect first-generation and underrepresented students, and cautioned that exacerbating challenges that first-

generation students face while privileging others could have significant and lasting consequences for the University of California.

### **Diversity Fund Program**

Because funding for the Diversity Program, which offered academic units and programs up to \$2,000 for proposals for projects that advance campus diversity goals, was suspended in 2009-10, CAAD did not adjudicate applications this year. However, we include the Diversity Fund Program in our annual report because we continue to believe that it is an important means for supporting and advancing diversity-related projects on campus and hope to see funding for it reinstated.

### **Permanent Funding for Student Initiated Outreach**

Student leaders from Student Initiated Outreach (SIO) groups were invited to a CAAD meeting for a presentation and consultation. The presentation heightened awareness amongst CAAD members that SIO groups are absolutely essential to the recruitment and retention of a diverse student body, and that they are doing excellent work with a very limited budget. Moreover, CAAD learned that funding for SIO groups has been inconsistent in recent years, and that as a result, they have lacked the ability to effectively plan for future programming. Permanent funding for SIO groups, even if it is the minimum amount UCSC administration can allot, would be very helpful in providing them with budget stability and a more certain future.

### **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 2012 and provided a recommendation to Campus Provost and Executive Vice Chancellor Galloway. In addition, CAAD participated in the review of three requests for Waivers of Open Recruitment for Partner Hires in two divisions.

### **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 twice a month. 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. Member Lewis Watts represented CAAD on a UC systemwide roundtable discussion on improving the faculty search process in the fields of science, technology, engineering and mathematics.

### **Correspondence and Consultation**

CAAD discussed and provided comment on a number of local and systemwide issues, including the following:

#### Local Issues

- Proposal from the Interim VPDUE to Change Course Time-Slots (October 2011)
- Proposal from the VPAA to add a Classroom Climate Question on Instructor Evaluations (January 2012)
- Proposal from the CPEVC for revisions to CAPM 408.220 – Mid-Career Appraisal (April 2012)

- Draft Strategic Academic Plan for Silicon Valley (April 2012)
- ACCCCI Draft UCSC Climate Study Faculty Survey (May 2012)
- Revised proposal from the VPDUE to Change Class Time Slots (June 2012)
- Pre-proposal for programs in Critical Race and Ethnic Studies Program (June 2012)

Systemwide Issues

- BOARS Major-Based Transfer Admissions Proposal (November 2011)
- Review of the *Analysis of UC Pay Equity by Sex and, Among Men, Ethnicity* (November 2011)
- Review of the joint Senate-Administration Faculty Salaries Task Force Report (April 2012)
- Revised BOARS Major-Based Transfer Admissions Proposal (April 2012)

Consultations

- Herbie Lee, Vice Provost for Academic Affairs and Campus Diversity Officer for Faculty (November 7, 2011)
- Ashish Sahni, Associate Chancellor (November 21, 2011)
- Suresh Lodha, Chair of the Committee on Faculty Welfare (December 5, 2011)
- Student Leaders from Student Initiated Outreach Groups (April 23, 2012)
- Joint consultation with Michelle Whittingham, Associate Vice Chancellor of Enrollment Management, Herbie Lee, Vice Provost for Academic Affairs and Campus Diversity Officer for Faculty, Ashish Sahni, Associate Chancellor, and Alma Sifuentes, Associate Vice Chancellor and Dean of Students (May 7, 2012)

**Active Agenda for CAAD in 2012-13**

- Diversity Service Fellowship
- Faculty Advocate Program
- Promote Salary Equity
- Work with the VPAA on issues concerning the Campus Climate

Respectfully submitted,  
COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

Miriam Greenberg

Christine Hong

Annapurna Pandey, NSTF

Claire Max

Walter Adams, GSA

Derek Murray

Kevin Huang, SUA

Raquel Prado

Nestor Rivera, SUA

Lewis Watts

Kimberly Lau, Chair

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