

Committee on Affirmative Action and Diversity 2015-16 Annual Report

To: Academic Senate, Santa Cruz Division

The Committee on Affirmative Action and Diversity (CAAD) undertakes studies of policies and practices regarding affirmative action, diversity, and equity, makes recommendations to appropriate campus bodies, and regularly confers with other administrative units and Senate committees about a broad range of issues related to diversity, equity, and inclusion.

Issues CAAD Addressed in 2015-16

CAPM 101.000: Waivers of Open Recruitment - Diversity Statements and Discussions

Last year CAAD engaged the administration in a dialogue to create clarity in the role of CAAD in the waiver process. Specifically, in correspondence dated May 26, 2015 CAAD requested:

1. That proposals for waivers of open recruitment for both Target of Excellence (TOE) and Spousal/Domestic Partner hires “must” include a discussion of diversity contributions (currently the policy is inconsistent with language stating a TOE request “must” include and a Spousal/Partner request “should” include), and
2. That candidates for a waiver of open recruitment be required to submit a diversity statement to be included with the waiver proposal.

On August 5, 2015, CP/EVC Alison Galloway announced the issuance the new CAPM. 101.000 policy.

- Under section 1(e) relating to TOE proposals, the original language stating that “Proposals must also include a diversity discussion” was retained.
- In section 1(f), a TOE proposal is now required to include, “*a statement from the individual addressing their past and/or potential contributions to diversity through their research/creative work, teaching, and/or service.*”
- Under section 2(d) for Spousal/Partner hires the provision now reads, “Proposals *must* also include a discussion of how the individual contributed to diversity through their research/creative work, teaching, and/or service in their past work and/or how they may contribute to diversity through their research/creative work, teaching, and/or service in their position at UCSC;”

The sections are now consistent in their requirements in that both TOE and Spousal Partner Hire proposals *must* include a diversity discussion. The proposals for TOE hires are now much richer in their diversity related content because of the new requirement that a diversity statement from the candidate be included in the proposal packet.

CAAD recognizes that the amendments to CAPM 101 represent a modification of existing policy, and that there is not a standard and accepted interpretation of what a “discussion” is. Moving forward, CAAD will be working with the administration on how to interpret this

language, and whether we might consider offering some guidance regarding how best to fulfill the policy for future proposal writers.

Campus Climate

In 2006 CAAD produced a Diversity Climate study that assessed the progress made toward achieving campus diversity goals. In 2014 a campus climate study was conducted by Rankin and Associates. This academic year, committee members reviewed the 2006 committee report and along with the 2014 Rankin and Associates Report to assess differences in findings, analysis and recommendations. We are in the process of determining whether additional research on or analysis of key findings is warranted.

Bias in Faculty Evaluations

One of the areas that CAAD investigated in terms of campus climate, and for possible future research, is the role of implicit bias in student evaluations due to faculty's gender, race, and other forms of difference, and the effect this bias can have in the faculty personnel review process. To this end, CAAD spent time this year conducting a literature review and compiling an annotated bibliography on the topic. The committee also conferred with the Chair of CAP on this issue.

In line with this investigation, CAAD reviewed correspondence from VPAA Lee soliciting feedback from the Academic Senate on the issue of standardizing UCSC course evaluations. Overall, members support the movement towards standardized evaluations and think this movement could help promote greater transparency and equity in the personnel review process across departments and divisions. At the same time, the committee raised concerns regarding the drafting and vetting of these universally used questions, as well do the possible inclusion of a question on classroom climate. With scholarly literature on the subject in mind, members noted that the way a question is written can be leading, and/or have an effect on the potential for bias in reviews, and they requested that CAAD have an opportunity to review the questions on the new evaluations once they are written. Relatedly, with regards to whether or not a question on "classroom climate" should be included in a standardized evaluation, we noted that CAAD has raised concerns in the past about the inclusion of such a question due to the potential for bias it may elicit. Additionally, we found studies showing that, when teaching controversial content, women and minority faculty received more negative evaluations than white men. While this committee recognizes the good intentions for including such a question, given the relationship between controversial content and "classroom climate," CAAD continues to hold that including such a question could elicit bias, and so have a deleterious effect on faculty diversity.

Family Friendly Policies and Campus Child Care

Another area that CAAD research this past academic year was that of family friendly policies, including campus child care, in faculty diversity and equity. The committee conducted a literature review and produced an annotated bibliography in this area. The primary conclusion drawn by committee members was that the current lack of employee childcare has a direct and negative impact on campus diversity and equity.

CAAD reviewed the Faculty and Staff Child Care Services Model Analysis Team final report submitted to the Academic Senate for review on October 19, 2015. CAAD's review and recommendations were conducted through the lens of its purview and with the above literature

review in mind. CAAD members noted that the membership of the Analysis Team was problematic as there were no faculty representatives on the “Faculty and Staff” analysis team, nor was their analysis informed by current research. The team’s analysis of the options presented weighed heavily on financial costs and contained no recorded benefit analysis of other factors important to faculty and campus academics, such as diversity and equity. CAAD questioned what resources and background documents were provided to the Analysis Team due to the limited scope of the analysis, which suggested that there was no consideration of existing models on other campuses or options previously explored by UCSC. The Analysis Team determined the option of building an on-campus child care center as “less desirable” than building off campus due to the costs associated with campus construction. CAAD is not convinced that the initial construction costs makes it cost prohibitive. Only a ten year cost projection was considered by the team, and an on-campus center would serve for many decades to come and likely be more cost effective over time. Further, in its November 25, 2015, correspondence to Chair Brenneis, CAAD raised the concern that, once an option is selected, access and equity issues must be addressed. There will likely be greater demand than spots or funds available, and much care will be needed to create a service model that promotes equity, inclusion, and diversity. CAAD looks forward to faculty participation on the committees that will work to establish these service guidelines. CAAD looks to the Committee on Faculty Welfare, and the Committee on Planning and Budget to provide further comment on the cost/benefit analysis, as well as what additional considerations may need to be made and explored in order to establish employee child care on our campus. To this end, Chair Greenberg met with the Chair of CFW to offer to support and collaborate with CFW in their efforts.

CAAD Forum

This year CAAD created a new online space called CAAD Forum to present selected research and news reporting on diversity and equity related issues, with a particular focus on the role these issues play for faculty in the higher education workplace. Additionally, it was designed with space to host links to relevant on-campus resources and services, and announcements of upcoming events. The site was created in WordPress and within the new, administratively supported sites.ucsc.edu platform. CAAD reached out to Sheree Marlowe and Ashish Sahni at ODEI, both of whom expressed enthusiasm for the project. Associate Chancellor Sahni and Chair Greenberg have continued to plan future CAAD/ODEI collaboration - including funding, development, and publicity - around the site.

CAAD’s short-term goal for the site is to present relevant and timely research to educate ourselves, future CAAD committees, and the campus as a whole on diversity and equity-related issues and the national conversation surrounding them. Over the longer-term, we hope that these resources can inform broader discussion and more effective action on these issues in the Senate and across UCSC. In addition, our goal is to create a site where faculty can easily access campus-wide information related to diversity and equity, including links to resources, benefits, and upcoming events, that is currently spread across many webpages.

In terms of process, CAAD members collaborated on naming and framing the approach of the “Forum.” The Committee considered a draft Statement of Purpose, walking through the document with Chair Greenberg and making suggestions pertaining to tone, points of emphasis, and criteria for content on the site. These criteria included the importance/relevance of the

research, the orientation of research toward potential policy change, and accessibility of the webpage across disciplinary boundaries. This latter point underscores the need for the content to be faculty-centric and jargon-free.

The first two areas of research that CAAD chose to focus on in the Forum are those mentioned above, upon which we conducted research: 1) implicit bias in teaching evaluations and 2) the equity impacts of the presence, absence, and institutional support of family-friendly policies. Chair Greenberg created annotated lists of prominent scholarly studies and news reports, with links and introductory material, and formatted these for the website. She presented draft documents to Committee members, who offered editorial and conceptual feedback. With these as templates, CAAD hopes to build more data-rich, issue-specific pages for the site.

Statements on Diversity Implications of Proposed Policies and Programs

Systemwide and Divisional Issue Review

In addition to the issues discussed in earlier sections of the report, the committee reviewed and commented on the following issues and/or policies:

Systemwide

- Sexual Harassment Policy
- SB 140
- Retirement options
- Proposed Guidelines for Search Waivers
- Disciplinary Proceedings for Faculty Under SVSH Policy

Divisional

- VPAA Lee UCSC Course Evaluations
- Faculty Salary Equity
- VPDUE Hughey Class Time Slot Proposal/Finals Block Proposal
- 2016 UCSC Affirmative Action Plan
- VPSS SSERC Proposal

CAAD also reviewed three (3) waiver of open recruitment proposals (one TOE and two Spousal/Domestic Partner proposals). The implementation of the new diversity statement requirements for TOE and discussions for Spousal Partner proposal requirements, in most cases provided sufficient information upon which the committee could evaluate diversity contributions of the waiver candidate regarding past and/or potential contributions to diversity in the areas of teaching, research, and/or service. In the case of the TOE proposal, the required diversity statement provided ample information from which the members could evaluate the past and potential future contributions of the candidate to diversity. However, there needs to be further clarification and dialogue on what constitutes a “discussion” with regard to the discussion of diversity contributions in a spousal partner proposal.

CAAD Consulted With

Vice Provost of Academic Affairs Herbie Lee: Salary Equity

VPAA Lee met with CAAD on November 2, 2015 primarily as a follow up to the UCSC Faculty Salary Equity Study (January 2015) and brainstormed ideas for next steps, including potentially gathering additional data and educating the greater campus on potential issues of bias and inequity indicated there. Two issues warrant further analysis:

1. The lack of a campus plan to address issues highlighted in the report.
2. Current members' concerns about inequities revealed in the report regarding salaries and rates of advancement across departments and divisions.

These issues span many committee purviews, and CAAD looks forward to collaborating with these two committees and the Senate Executive Committee (SEC) to create a concrete set of recommendations for the campus to address, and to consider some other factors studied by sister campuses that may warrant observation and attention at UCSC - such as, for example, the effect of stopping the tenure clock on advancement and salary equity - an issue that was studied and found to be significant at UC Davis. From that conversation and from our analysis of the Faculty Salary Equity Study, CAAD has identified four factors associated with faculty salary equity that should be studied further on the UCSC campus:

1. Inequities regarding salary and rates of advancement across departments and divisions
2. Potential teaching and service related disparities (for instance how the labor of teaching large lecture "service classes" and doing service more generally is distributed)
3. Potential bias of, and over-reliance upon, student evaluations in the personnel review process
4. Potential disparities in, and perceived negative consequences of, taking advantage of family friendly policies

At its meeting on November 30, 2015, CAAD identified specific actions related to educating campus administration and faculty on the latest research related to bias in faculty evaluations. Members discussed options and approaches to creating a training framework for administrative staff, faculty, and department chairs. As mentioned earlier, one of these options was using the committee's Senate website to further its education and outreach goals related to research on bias in faculty evaluations. Chair Greenberg also consulted with the Chair of CAP on the possibility of presenting materials for the annual Chair's orientation on the subject.

Associate Chancellor Ashish Sahni:

Affirmative Action, Moreno Report, and Diversity Officer Search

CAAD consulted with Associate Chancellor (AC) Ashish Sahni as part of its annual review of the UCSC Affirmative Action Plan. In addition the committee requested updates on the Office of Diversity, Equity and Inclusion's co-funding program and any possible follow up to the Moreno Report reviewed in 2014. CAAD went into the consultation with an interest in increasing dialogue with the administration on the issue of campus climate. The Associate Chancellor had two goals for the meeting:

1. Seek guidance from CAAD on how to put the affirmative back into “affirmative action”
2. Seek CAAD’s input into the selection process for Sheree Marlow’s replacement.

They noted the AC was contemplating a more proactive approach to addressing diversity on campus. On the issue of the impending vacancy for Campus Diversity Officer for Students and Staff, the committee voiced concern over the bifurcation of the position and suggested that with the new person, the position could be redefined as an agent for interface between the various interest groups on campus.

CAAD on Systemwide and Administrative Committees

Chancellor's Diversity Advisory Council (CDAC)

Chair Greenberg was invited to serve as a representative on the Chancellor's Diversity Advisory Council (CDAC) (formerly known as the UCSC Advisory Council on Campus Climate, Culture and Inclusion) for the 2015-2016 academic year. Traditionally the CAAD chair serves on the council.

University Committee on Affirmative Action, Diversity, and Equity (UCAADE)

The CAAD chair served as the campus representative on the system-wide UCAADE, 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. Dejan Milutinovic served as an alternate for SEC meetings. Lastly, the CAAD chair represented CAAD on the 2015 Chancellor’s Achievement Awards for Diversity selection committee.

Co-sponsored Events

CAAD co-sponsored two campus-wide events. The first, co-sponsored with the Committee on Career Advising, was the “Forum on Micro-Aggression in the Classroom,” on May 6, 2016, led by Sheree Marlowe, Campus Diversity Officer for Staff and Students, and Christy Byrd, Assistant Professor of Psychology. The second, co-sponsored with EVC Alison Galloway, was “Beyond Compliance: An Ethic of Service,” held May 10, 2016, and addressed responses to sexual harassment and sexual violence on our campus. CAAD intends to continue to collaborate on these important issues in the year to come.

Respectfully submitted;

COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

Suzanne Alonzo

David Dunn (*F, W*)

Dejan Milutinovic

Renya Ramirez

Ronaldo Wilson (*W, S*)

Miriam Greenberg, Chair

Yolanda Venegas, NSTF (*F*)

Christine Rosales, GSA

Imari Reynolds, Undergraduate Representative