

**Annual Report: Academic Year 2015-16
Davis Division: Academic Senate**

Committee on Affirmative Action & Diversity

Total Meetings: 7	Meeting frequency: As needed – Average of 2 per quarter	Average hours of committee work each week: varies
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Total Items Reviewed: 6	Total of reviewed items deferred from the previous year: 1	Total items deferred to the coming academic year: 4
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Listing of bylaw changes proposed: None
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Listing of committee policies established or revised: None

Issues considered by the committee: <ul style="list-style-type: none"> • Graduate Council Mentoring • Diversity and Inclusion Initiative • Guiding Principles: Search Waivers for Academic Appointees at University of California • Provost Fellowship Application • Principles against Intolerance • Professor of Teaching _____ Proposal
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Committee Narrative:

The Affirmative Action & Diversity Committee met seven times during the 2015-16 academic year. Meetings were scheduled an average of twice per quarter. The Academic Senate Information System (ASIS) was used to notify members and distribute relevant information about the committee’s upcoming meetings.

In its first three meetings, the committee received briefings on related topics: the Strategic Planning Committee for Diversity and Inclusion, Graduate Council's efforts on graduate mentoring, and the ADVANCE grant. The first two of these formed the basis of ongoing committee discussions. Provided below is a brief description of the major topics that the committee discussed during the 2015-2016 academic year. In addition to these, the committee identified two additional topics as potential committee priorities for next year: first, work with faculty and with CAP to ensure that diversity-related activities are receiving appropriate credit in merits and promotions, and second, coordinate with the Preparatory Education committee on possible increased Senate involvement in STEP.

Graduate Mentoring Program

The Chair of Graduate Council, Kyaw Tha Paw U, requested consultation from the committee on Affirmative Action and Diversity (AAD) regarding the Graduate Mentoring program. Graduate Council is interested in reviewing the current mentoring procedures and searching for opportunities to enhance the relationships between graduate students of diverse backgrounds and their mentoring faculty. The goal would be to help make faculty aware of some of the unique challenges some students face when attending graduate school specifically: underrepresented minorities and first generation students. Another challenge

in graduate mentoring are students who have expressed an interest in a teaching career or non-research career having difficulty finding willing advisors. This may be particularly relevant to minority students who may feel that a teaching career is the best way for them to give back to their communities.

The committee has requested data to see how many PhD students graduating from UC Davis go on to research centric careers, versus how many move on to teaching at state and community colleges, versus private industry careers. This item has been tabled until Fall 2016 and will be discussed again once the data comes in.

Diversity and Inclusion Initiative

Adela de la Torre and Suad Joseph briefed the committee on the Strategic Planning Committee for Diversity and Inclusion. Subsequently, individual committee members gave their feedback on the strategic planning process, and a three-member subcommittee was formed to serve on the Academic Senate Working Group of the Strategic Planning Committee. A formal Senate consultation on the draft strategic plan is scheduled for Fall 2016.

Guiding Principles: Search Waivers for Academic Appointees at University of California

The UC Recruit Governance Board requested feedback on proposed guidelines for the use of waivers in the academic hiring process. The committee on Affirmative Action and Diversity are in support of the guidelines and clearly stated minimum standards for search waivers. The committee feels the use of search waivers for hiring PPFs has been a valuable tool for a number of departments in recruiting highly desirable candidates.

Provost Fellowship Application

Every year the AA&D committee reviews applications and chooses a recipient for the Provost's Fellowship for Diversity in Teaching Project. The goal of the project is to:

- (a) increase the number of courses taught on the UC Davis campus that promote and foster learning about matters of cross cultural interactions, diversity and social justice;*
- (b) enhance the individual multicultural competence of UC Davis faculty in teaching; and*
- (c) increase the capacity to work effectively with a broad range of students. This initiative will support the Cross Cultural Center's (CCC) mission to "foster a multicultural community through education and cultural diversity and establish an environment of cross-cultural learning and exchange for the entire campus."*

The committee received three applications. After a thorough review and discussion, Megan Crofoot was voted to be the recipient of this year's Provost's Fellowship.

Principles against Intolerance

The Academic Senate Chair requested an informal consultation from the Affirmative Action and Diversity committee. The Committee reviewed and discussed the Regent's Principles against Intolerance report online using the Academic Senate Information System (ASIS), due to the short consultation period. On behalf of the committee, the chair provided comments to the Academic Senate Chair, André Knoesen, directly. The committee provided a few concerns/critiques such as the isolation of anti-Semitism in the document. The committee felt that this potentially elevates a specific prejudice and may give the impression that the university takes discrimination against some groups more seriously than others. In addition, the committee was concerned that a serious proposal such as this did not receive a more formal consultation process. They feel as though a more serious consultation process would help create a stronger and more resilient document.

Professor of Teaching Proposal

The committee received a request for consultation on the “Professor of Teaching” proposal. This proposal outlines the idea of changing the Lecturer with Security of Employment series (LSOE) to a “Professor of Teaching” title. The committee has mixed opinions about the idea. The committee recognizes that the current title may provide some challenges when hiring outside of the UC system. However, they express concerns involving the climate impact with respect to the Federation faculty by the new title possible elevating one series above another.

Respectfully submitted,

Brian Osserman, Chair

Bruce Haynes

Khaled Abdel-Ghaffar

Natalia Ines Deeb Sossa

Sean Owens

Courtney Grant Joslyn

Cynthia Pickett

James Fettingner, *AF Representative*

Hyunok Lee, *AF Representative*

Sophia Jin, *AF Representative*

Esmeralda Figueroa, *ASUCD Rep*

Vanessa Segundo, *GSA Rep*

Rahim Reed, *Ex-Officio*

Tessa Egan, *Analyst*

AA&D Committee Response to Proposed Guiding Principles for Search Waivers

In the interests of transparency and of a commitment to open searches as the primary recruitment method of the university, the AA&D committee supports having clearly stated minimum standards for search waivers. Furthermore, we strongly support the explicit inclusion of President's and Chancellors' Postdoctoral Fellows as a possible basis for a search waiver. Due to the frequently intense competition in recruiting diversity candidates, the use of search waivers for hiring PPFs has been a valuable tool for a number of departments in recruiting highly desirable candidates.

AA&D Committee response to Professor in Teaching Proposal

The committee recognizes that the current title is unwieldy and may be having an adverse effect on searches. The proposed title seems in principle to be reasonable. However, the committee also recognizes concerns that the proposal will negatively impact climate for Federation lecturers by introducing language which appears to elevate LSOEs above them. In addition, the committee has concerns as to whether the various descriptions of LSOE positions are consistent with one another and with actual practice on campus. Although it is understandable that the administration would wish to treat the change in title separately from other issues surrounding the LSOE series, it is the view of the committee that it is not advisable to do so.

While we have no wish to hold up the proposal unnecessarily, we recommend that a working group should comprehensively review the LSOE series, and can make a recommendation on the title as part of this review. If the title change is ultimately recommended, additional clarity as to the nature of the series could help mitigate climate impacts with respect to Federation faculty.