

**Annual Report: Academic Year 2016-2017
Davis Division: Academic Senate**

Committee on Affirmative Action & Diversity

Total Meetings: 5	Meeting frequency: About twice a quarter	Average hours of committee work each week: N/A
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Total requests for consultation (RFC) Reviewed: 5 (courses, proposals, cases, etc.)	Total of reviewed RFCs deferred from the previous year: 0	Total RFCs deferred to the coming academic year: 0
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Listing of bylaw changes proposed: None

Listing of committee policies established or revised: None

Issues considered by the committee

- 1) Diversity and Inclusion Strategic Plan
- 2) Nondiscrimination and Affirmative Action
- 3) Student Parents/Guidance Bringing Children to Campus
- 4) PPM 220-50: Curation and Repatriation of Native American Remains and Cultural Items
- 5) Post-Doctoral Fellowship Review Process

Recommended procedural or policy changes for the coming year: None

Committee's narrative:

The Affirmative Action & Diversity Committee met five times during the 2016-17 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. The committee also hosted two guest presentations. The first presentation was from the new Director of Athletics discussing the rumored academic performance issues with minority student athletes. The second presentation was led by Matthew Zajic Ph.D. Candidate and member of the Disabilities Issues Administrative Advisory Committee (DIAAC). Matthew presented on the Inclusive Teaching Strategies Inventory (ITSI) project in an effort to facilitate greater inclusion on campus. In addition, the committee received a response from the administration regarding the June 2016 memo from the previous AA&D committee chair and incoming chair. The response outlines the administration's efforts to increase diversity of faculty at UC Davis during the 2016-2017

academic year. Diversity of faculty will continue to be discussed within the AA&D committee in the coming year.

Provided below is a brief description of the major topics that the committee discussed during the 2016-2017 academic year.

Draft Diversity and Inclusion Strategic Plan

The committee on Affirmative Action and Diversity reviewed the draft Diversity and Inclusion Strategic Plan that was put together by the Diversity and Inclusion Steering Committee. While the committee is pleased that attention has been given to this important issue, suggestions and feedback was provided in the response. First the committee suggested that the priorities be arranged so that “Advance a climate that fosters inclusion excellence” should be the first goal and “Identify, attract and retain a diverse faculty and staff” remain the second goal. With these two goals accomplished, we would then create the necessary environment for retaining the diverse students we attract to campus.

The committee also strongly noted that the strategic plan contains no specific details for implementation nor has it identified funding sources. The committee would like to see a plan that will lead to tangible results and not simply a statement of intent.

Nondiscrimination and Affirmative Action Regarding Academic and Staff Employment and Additional Revisions to APM 150

AA&D reviewed the revisions to the Presidential Policy on Nondiscrimination and Affirmative Action Regarding Academic and Staff Employment. The revisions were intended to address the Office of Federal Contract Compliance programs’ Pay Transparency Rule as well as amendments to the California Fair Employment and Housing Act. The changes are prompted by the new state and federal requirements. The committee had no comments regarding the content of the revisions.

Student Parents/Guardians Bringing Children to Campus Guidelines

The committee review the guidelines that address the issues of student parents/guardians bringing children to the learning environment. Overall the committee had no specific comments or feedback for the guidelines with the majority feeling that the guidelines were reasonable.

PPM 220-50: Curation and Repatriation of Native American Remains and Cultural Items

AA&D received a request for consultation the review PPM 220-50, a new policy that provides the campus procedures to ensure compliance with the Native

American Graves Protection and Repatriation Act (NAGPRA) and treatment of Native American (including both Indian tribes and native Hawaiian organizations) human remains and cultural items within campus control. The committee feels the document is well written and agrees with the majority of the proposed policy. The committee would like the policy to include more information on how the faculty representatives are appointed and what qualifications they should possess.

Post-Doctoral Fellowship Review Process

AA&D discussed the 2014 decision to add the review of CAP to the President's Postdoctoral Fellows and Chancellor's Fellows waivers for faculty appointments. The committee feels that this change undermines the ability of departments to select from the diverse pool of candidates. The committee has drafted a memo to the Academic Senate Chair and will be followed up on during the 2017-2018 academic year, if the new committee is in agreement.

Respectfully submitted,

Bruce D. Haynes, Chair
Francisco Javier Arsuaga, Member
Natalia Ines Deeb Sossa, Member
Omnia S. El Shakry, Member
Walter Soares Leal, Member
Julie Sze, Member
Yung-Wei Chi, Academic Federation Representative
James C. Fettinger, Academic Federation Representative
Hyunok Lee, Academic Federation Representative
Haradeen Dhillon, ASUCD Representative
Sally J. McKee, Guest
Rahim Reed, Ex-Officio
Tessa Egan, Analyst