Committee on Affirmative Action & Diversity

<table>
<thead>
<tr>
<th>Total Meetings:</th>
<th>Meeting frequency:</th>
<th>Average hours of committee work each week:</th>
</tr>
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<tbody>
<tr>
<td>6</td>
<td>As needed – Average of 2 per quarter</td>
<td>varies</td>
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<tr>
<th>Total proposals Reviewed:</th>
<th>Total of reviewed proposals deferred from the previous year:</th>
<th>Total proposals deferred to the coming academic year –</th>
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<tbody>
<tr>
<td>(courses, proposals, cases, etc.)</td>
<td>0</td>
<td>None</td>
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<tr>
<td>- Requests for Consultation: 10</td>
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Listing of bylaw changes proposed: None

Listing of committee policies established or revised: None

Issues considered by the committee:
- Presentations of programs available to URM students including: LFA Scholars Program, BUSP and MURPPS
- Provost’s Fellowship for Diversity in Teaching
- UC Davis ADVANCE
- President's and Chancellor's post-doctoral fellow faculty hiring

Committee Narrative: In 2013-14, the AA&D committee was involved in two primary undertakings described in the following summaries:

Undertaking # 1:

In recognition of the critical importance of diversifying the STEM workforce and the benefits of STEM degrees to individuals, the UC Davis Academic Senate Committee on Affirmative Action and Diversity (AA&D) undertook an investigation into our existing campus programs geared toward serving underrepresented minorities (URMs) in the STEM disciplines. While we recognize that URMs are not the only underrepresented groups in STEM, many of the difficulties facing URMs in the STEM fields are also applicable to other underrepresented groups, including women.

Although UC Davis is experiencing some success in recruiting a racially and ethnically diverse undergraduate pool in the STEM divisions, these successes do not lead to persistence of URMs in STEM nor do they result in URMs obtaining STEM degrees. AA&D reviewed existing campus programs this year developed a report describing the difficulties facing our existing programs.

In order to improve engagement and persistence of URMS in STEM, AA&D has made recommendations in our report to the academic senate leadership. We propose that UC Davis renew its commitment to serving our increasingly diverse undergraduate population. We recommend that campus stakeholders come together to develop
new institutional policy, practices and designated funding aimed at serving URMs and other underrepresented
groups to improve persistence and graduate rates in the STEM disciplines.

The existing resources on campus aimed toward improving persistence and graduation rates for URMs in STEM are
few. Even these are experiencing drastic cuts in extramural and intramural funding and consequently staff and other
needed supports. Existing programs improve success rates for participating students, but we engage far too few
students in them, especially compared to the many students admitted as STEM declared undergraduates.

We ask the Academic Senate and Academic Federation to consider *how we can invest in improved outcomes for
our URM STEM undergraduates*. We recommend development of a task force that engages other Senate and
Federation Committees including Undergraduate Council, Academic Planning, Research, Affirmative Action and
Diversity amongst others, as well as URM student networks, to develop a plan and an implementation strategy in
conjunction with administrative bodies. We suggest a recommitment to our talented undergraduates to ensure that
UC Davis produces a diverse pool of top scholars and professionals.

**Undertaking # 2:**

The AA&D committee also voiced objections to Academic Leadership regarding the procedural changes that
occurred in 2014 for President’s Postdoctoral Fellows (PPFs) and Chancellor’s Fellows (CFs) waivers for faculty
appointments. This year, an additional layer of academic senate review was instituted whereby CAP was asked to
undertake an expedited review of PPF faculty hire waiver requests. It is our understanding Vice Provost Stanton
added this additional review in response to objections by Senate leaders to the longstanding practice of Vice Provost
waiver approval. This year, CAP review resulted in rejection of a highly qualified faculty job candidate from the
Chancellor’s Fellows program, *even though the candidate was unanimously and enthusiastically supported by the
Department and Dean*. There is no evidence that the rejected candidate was less qualified than other hires that were
approved by CAP. Because the fellows come with substantial support for salary funds, this year UC Davis has not
only lost a promising and in-demand faculty candidate, but also substantial financial support.

The AA&D committee recommended immediate reinstitution of the former process for search waiver approvals by
the Vice Provost.

Respectfully submitted,

Colleen E. Clancy, Chair
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Courtney Grant Joslyn
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Halifu Osumare
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