## 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>
</thead>
<tbody>
<tr>
<td>7</td>
<td>As needed – average 2/quarter</td>
<td>fluctuates</td>
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<table>
<thead>
<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>None</td>
<td>One – implementation of MIV changes to reflect diversity activities</td>
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### Responded to ten Requests for Consultation
- Proposed revision to MIV for contributions to diversity
- None

### Listing of bylaw changes proposed:
None

### Listing of committee policies established or revised:
None

### Issues considered by the committee:
- Modifying "My Info Vault" to allow input of information related to diversity for use by CAP when evaluating for appointments and promotion
- Updates to “Living Principles of Community” online course
- Pilot Program "Provost’s Fellowship for Diversity in Teaching"
- UC Faculty Salary Equity Study in conjunction with UCAAD findings
- Affirmative Action Recruitment & Retention
- Campus Climate Survey Project
- UC Faculty Diversity Working Group Report

### Committee Narrative:

Committee members worked with CAP, the Vice-Provost of Student Affairs and the MIV analyst to find ways to denote diversity service so that it can be easily recognized when CAP is evaluating faculty for merits and promotions. The committee will continue to work toward implementation of revisions to MIV so that diversity may be included in CAP review as per the revision to APM 210 1d which was effective July 1, 2005.

Committee members were integral in providing feedback for the Online Training for Living Principles of Community. A new version will be online in June, and another module for faculty/academics is being developed. Committee members offered ideas of example scenarios to be included.

The committee worked with the Director of the UC Davis Cross-Cultural Center and the office of Campus Community Relations to develop the Provost’s Fellowship for Diversity in Teaching Pilot Project. This initiative supports the Cross Cultural Center’s 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 Call for Applications will go out in June with the goal of having a faculty member selected and in place by the fall or winter quarter of the 2012-13 academic year.

The Affirmative Action & Diversity Committee continues to investigate salary inequities in conjunction with UCAAD. The UC Davis dean of Social Sciences agreed to do an in-depth look at salary inequities. Data analyses were run by their office including only "social science" faculty in the DSS division. This yielded a slightly lower percentage of discrepancy between men and women receiving off-scale salary (37% as opposed to 47%) than our original data. The committee will continue to review and monitor data on salary inequities.

The Affirmative Action & Diversity committee will continue to review diversity data from the Davis campus as well as other UC campuses for both students and faculty. The committee will also continue to review recruitment and retention in regards to Affirmative Action.

Respectfully submitted,

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Kyu Kim
Francis Lu
Cynthia Pickett
Monica Vazirani
Tina Jeoh Zicari
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Ana Corbacho, AF Representative
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Rahim Reed, Ex-Officio
Everett Wilson, Consultant
Debbie Stacionis, Analyst