

**Annual Report: Academic Year 2010-2011
Davis Division: Academic Senate**

Committee on Affirmative Action & Diversity

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| Total Meetings: 6 | Meeting frequency: As needed – average 2/quarter | Average hours of committee work each week: fluctuates |
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| Total proposals Reviewed: (courses, proposals, cases, etc.) Responded to three Requests for Consultation | Total of reviewed proposals deferred from the previous year -- None | Total proposals deferred to the coming academic year – None |
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| Listing of bylaw changes proposed: None |
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| Listing of committee policies established or revised: None |
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| Issues considered by the committee: <ul style="list-style-type: none"> • Mentoring task force for underrepresented minority students • Modifying "My Info Vault" to allow input of information related to diversity for use by CAP when evaluating for appointments and promotion • Hate free campus initiative • 2009-10 Diversity data in conjunction with UCAAD findings • Online training for Living Principles of Community • Faculty in Residence program for developing GE courses to meet diversity requirements • UC Faculty Salary Equity Study in conjunction with UCAAD findings • Affirmative Action Recruitment & Retention |
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Committee Narrative:

The Affirmative Action & Diversity Committee continues to discuss and consider ways to implement mentoring programs for underrepresented students as well as create repositories of information both for students seeking mentorship and for faculty members seeking opportunities to mentor.

Committee members worked with CAP to find a way to consider diversity service when evaluating faculty for merits and promotions. Data from other UC campuses is being collected to assess how they evaluate diversity. The committee will continue to explore the possibility of adding a field in My Info Vault where such activities could be listed.

Committee members were integral in providing feedback for the Online Training for Living Principles of Community (which all committee members completed) as well as the new Faculty-in-Residence course development which are both part of the Hate Free Campus Initiative. All faculty and staff will be asked to complete the online training for Living the Principles of Community by the end of the 2011 calendar year. A student version of the course is also being developed. The committee reviewed and provided extensive feedback on The Faculty-in-Residence program, and it is expected to go forward to the chancellor for consideration.

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.

The Affirmative Action & Diversity committee will continue to consider issues of gender inequity in pay UC-wide, but especially at the UCD campus, working particularly with those units for which such discrepancies are prominent.

Respectfully Submitted,

Susan Rivera (chair), Kyu Kim (member), Francis Lu (member), Cynthia Pickett (member), Sharon Strauss (member), Monica Vazirani (member), Tina Jeoh Zicar (member), Ana Corbacho (AF Rep), Emir Hodzic (AF Rep), Anna Kato (AF Rep), Rahim Reed (Ex-Officio), Everett Wilson (Consultant)