

**Annual Report: Academic Year 2009-2010
Davis Division: Academic Senate**

**Committee on Affirmative Action & Diversity
(includes Academic Senate Mentoring Task Force)**

Total Meetings: 7	Meeting frequency: as needed;	Average hours of committee work each week: 2 Average hours of Chair work each week: 3
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Total policy/procedure/misc. items reviewed:	Total of reviewed policy/procedure/misc. items deferred from the previous year: 0	Total policy/procedure/misc. items deferred to the coming academic year: 0
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Listing of bylaw changes proposed: Bylaw 52 was changed to reflect the current office of ex-officio member Rahim Reed rather than the former administrative title that no longer exists.

Listing of committee policies established or revised: None.

Issues considered by the committee: See narrative below.

Committee's Narrative:

This Committee considers matters involving diversity according to Davis Division Bylaw 52 (http://academicsenate.ucdavis.edu/cerj/manual/dd_bylaws.htm#VI52). The AA&D Chair, Jon Rossini, served in four additional roles: 1) AA&D's representative to Representative Assembly, 2) a member on Executive Council, 3) a member on the Council on the Community & Diversity, 4) AA&D's representative to the Transfer Student Task Force. Member Monica Vazirani served as the Davis campus Senate representative to the UC Systemwide Affirmative Action & Diversity Committee (UCAAD). For a more detailed account of the Committee's documents, discussions, and actions, please request information from the Academic Senate analyst, and/or locate the information on the Academic Senate Information System (ASIS).

AA&D met with the following guests during 2009-10:

- LGBTI Director Atkinson
- HARCS Dean Owens
- SOE Dean Levine
- SS Dean Mangum
- GSM Dean Currall
- Engineering Dean White
- Law Dean Johnson
- Ahmed Palazgolu, Chair of the Committee on Academic Personnel
- Greg Sneed, Associate Director of Undergraduate Admissions
- David Grenke, Chair of Theatre and Dance

The Affirmative Action & Diversity Committee also considered the following key items during the 2009-10 academic year:

Change in Bylaw 52: Committee bylaw was changed and change approved by Representative Assembly. Change reflects proper title for ex-officio member Rahim Reed. Previous title was an incorrect hold over from a former administrative structure.

Meeting with Deans re: Faculty Recruitment and Retention: The committee completed their meetings with the Dean (or their representative(s)) from each School and College in order to dialogue about successes, failures, and best practices for recruitment and retention of a diverse faculty. This year's guests included Dean Currall (GSM), Dean Johnson (Law), Dean Levine (SOE), Dean Mangum (SS), Dean Owens (HArCS), and Dean White (Engineering). The intent of these meetings was to provide the committee information about the Deans' perception of hiring practice and climate as well as begin a dialogue about strategies and practices.

The committee intends to repeat this practice every 3-5 years in order to continue the dialogue and disseminate the results of this engagement.

Academic Personnel and APM 210-1-d: As per usual practice the committee met with Chair Palazoglu of CAP to discuss the implementation and use of APM 210 and reference to "diversity" in merit and promotion actions. Discussion of APM 210 and current academic personnel review process including frequency of reference to contributions to diversity. Primary mention is in the context of service although there is an occasional reference to teaching or research. Indication that some colleges use boilerplate language on diversity, but significant mention occurs in approximately 2% of packages. However, when mentioned it is valued by the committee. Continued education at the Dean and department chair level is important. Chair Rossini wrote a letter to Chair Palazoglu asking him to suggest that the University-wide CAP conduct a survey of the use of APM 210-1-d on a university-wide level.

The committee will continue to meet with the UC Davis CAP chair to foster the use of APM 210-1-d in merit and promotion actions and follow up on the status of a university-wide study. The committee will also consider ways of introducing the category of diversity into the MYInfoVault system.

Undergraduate Admissions: As per usual practice the committee met with a representative of Undergraduate Admissions to discuss the demographics of the current class of 1st year and transfer students. Undergraduate Admissions Associate Director Greg Sneed presented documents to the committee to clarify the enrollment figures for UC Davis in relationship to regional and national availability. Figures presented to the committee included: California - Public and Nonpublic High School Graduates 1991-92 through 2021-22. West - Public and Nonpublic High School Graduates 1991-92 through 2021-22. United States - Public and Nonpublic High School Graduates 1991-92 through 2021-22. Freshman Demographic Profile – Fall 2005 – Fall 2009. Transfer Demographic Profile – Fall 2005 – Fall 2009. Demographic Profile of Applications – Fall 2010.

AA&D will continue to meet with a representative of undergraduate admissions on a yearly basis. As the potential exists for an increase in out-of-state undergraduate enrollment, the committee will remain especially vigilant in relation to any impacts on undergraduate diversity.

Budget Cuts: AA&D continued to monitor budget cuts for any sign of disproportionate impact on URM groups. It was determined that the small size of many resource centers exacerbated the impact of cuts but that there was no clear disparity in percentage of fiscal cuts.

AA&D will continue to monitor that budget cuts made on campus do not disproportionately affect URM groups.

Mentoring Task Force (MTF): The MTF worked towards recommending a centralized campus mentoring resource for underrepresented minority students (URMs) via the Senate Mentoring Task Force. The Mentoring Task Force is still waiting for a final location for its website.

Given the Chancellor's investment in mentoring for URM students, the Mentoring Task Force will share any insights and information with the point people on this process.

Faculty Exit Survey: AA&D followed up with AVEC Rahim Reed regarding the Faculty Exit Survey Status that has been on AA&D's task list since 2006-07. Background: A set of questions previously formulated for faculty who separated from the campus was going to be used by Rahim Reed in Fall 2008 (he planned on personally calling the separated faculty members); however, Human Resources began researching an exit interview system for all campus employees leaving the campus in order to better understand climate issues (through vendor Health Stream Research). Rahim provided the questions specifically meant for faculty to the vendor and encouraged two different questioning segments for faculty and staff. The vendor agreed to a three year contract, implementing the two segments and interviewing via phone within 30 days of an employee leaving campus. Inventory is currently being developed; Rahim hoped to present the interview questions for AA&D to review in 2008-09; however, the questions were not received by AA&D until August 2009. The exit survey was employed during 2009-2010.

AA&D looks forward to an update from Rahim Reed in Fall 2010

TA arrest in the Dept. of Theatre and Dance Dec. 2009: The committee met with David Grenke, Chair of the Dept. of Theatre and Dance to discuss the arrest of a TA in theater and dance. Concerns that emerged during discussion included the press representation of the incident as well as the choices by police in handling the incident, including a clear path for campus support. This incident brings up three larger issues: 1) The climate for/treatment of African American graduate students. 2) Student/police relations both on and off campus 3) The treatment of student issues by the Yolo County District Attorney.

AA&D will continue to be vigilant in relationship to these issues.

Hate Crimes and Acts of Vandalism on Campus: The committee discussed the acts of hate crime and university responses. It was determined that the Campus Council on Community and Diversity (CCCD) was the primary site at which a response should be addressed. Consequently, the faculty composition of that council was addressed in a letter from Chair Jon Rossini to Provost Lavernia and Executive Vice-Chancellor Reed. As a result of that letter the faculty membership on the Council was increased to include the chair and one additional member from the AA&D committee as well as the vice-chair of the Academic Senate and a member from the Committee on Planning and Budget and the Undergraduate Council. This addition was crucial given that there was historically only 1 faculty member not involved in a substantial administrative position on the council.

AA&D will continue to serve effectively on the Campus Council on Community and Diversity as a primary site of engaging with these incidents.

Effects of Athletic Cuts on URM Students: The committee discussed the cuts in the athletics program and its potential impact on URM students. Nona Richardson indicated that it would impact diversity through the elimination of men's wrestling, but that the process appeared to have been conducted properly.

Cornell Interactive Theater Ensemble (CITE) Training : As Chair of the Committee Jon Rossini participated in a 2 day Cornell Interactive Theater Ensemble Training to demonstrate to faculty, staff and administrators the possibility of conducting faculty and staff development through interactive theater training. Discussions of the possible uses are ongoing.

Diversity Accountability Framework document/President's Accountability Report and Sexuality Statistics:: Continue to review implementation of the diversity accountability framework. Met with LGBTI center director Atkinson to discuss the feasibility of capturing sexuality statistics from faculty, staff and students in order to incorporate sexual orientation/identity statistics into the framework.

This discussion will continue.

Respectfully Submitted,

Jon Rossini, Chair of Affirmative Action & Diversity Committee

On behalf of

Elizabeth Miller, Susan Rivera, Sharon Strauss, Eddy U, Stefano Varese, Monica Vazirani, Emir Hodzic (Academic Federation Representative), Nona Richardson (Academic Federation Representative), Rosalyn Earl (GSA Representative), Marcus Tang (ASUCD Representative), Rahim Reed (ex-officio), Sabrina Sencil (consultant), and Everett Wilson (consultant)