**Annual Report: Academic Year 2007-08**  
**Davis Division: Academic Senate**  
**Committee on Affirmative Action & Diversity**

<table>
<thead>
<tr>
<th>Description</th>
<th>Details</th>
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<tbody>
<tr>
<td>Total Meetings</td>
<td>8 (AA&amp;D: 6, Mentoring Task Force: 2)</td>
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<tr>
<td>Meeting frequency</td>
<td>as needed; approximately twice per quarter</td>
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<tr>
<td>Average hours of committee work each week</td>
<td>2</td>
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<tr>
<td>Average hours of Chair work each week</td>
<td>3</td>
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<tr>
<td>Total policy/procedure/misc. items reviewed</td>
<td>17</td>
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<tr>
<td>Total of reviewed policy/procedure/misc. items deferred from the previous year</td>
<td>0</td>
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<tr>
<td>Total policy/procedure/misc. items deferred to the coming academic year</td>
<td>0</td>
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**Listing of bylaw changes proposed:** None.

**Listing of committee policies established or revised:** None.

**Issues considered by the committee:**

The following policies/procedures were reviewed as requested from Davis Division Academic Senate Chair and/or Systemwide Academic Senate:

- Reviewed the Repeal of Senate Regulation 458 and submitted the following comments:
  
  "The Committee on Affirmative Action & Diversity (AA&D) has reviewed the proposed repeal of Senate Regulation 458. As written, the original regulation seems rather biased; the Committee questioned the reasoning behind singling out Japan and China. AA&D recommends repealing the SR 458 and then evaluating all foreign students (or rather students who did secondary school abroad) the same way. Also, repealing this regulation also seems to fit in well with the current proposal coming from BOARS to rethink the process of UC eligibility."

- Reviewed SB 140 – UCAAD Name Change Proposal and submitted the following comments:
  
  "The Davis Division Academic Senate Affirmative Action and Diversity Committee has reviewed the proposed amendment to SB 140 to change the name of the University Committee on Affirmative Action & Diversity (UCAAD) to the University Committee on Equity & Diversity. AA&D is strongly opposed to the name change of its system-wide counterpart. The Committee feels that there is still a federal mandate for Affirmative Action, and that this change represents another step for watering down anti-discrimination enforcement for historically discriminated against minorities. In fact, the University of California has a "Nondiscrimination and Affirmative Action Policy." The Committee, on the other hand, feels like the addition of "Equity" into the name of the
system-wide committee is a good idea, since it represents one of its missions."

- Reviewed the Technology Roadmap and submitted the following comments:
  
  “The Affirmative Action & Diversity Committee has reviewed the Proposed Information Technology Road Map and has no further comment."

- Reviewed the Regents TF on Diversity Report Review and submitted the following comments:

  “The Affirmative Action & Diversity (AA&D) Committee has reviewed the reports of the Regents Task Force on Diversity as well as the UCAAD letter of response to the reports (dated February 13, 2008). We strongly support UCAAD’s response. We agree that the Regents Task Force on Diversity Reports do not provide concrete financial and infrastructural resources and support to the idea of Diversity. While we “laud the efforts and goals of the task forces and their reports, we find the lack of overall specificity discomforting,” particularly in a climate of looming state budget cuts. We attach the UC Davis Senate response to the President’s Task Force on Faculty Diversity for a clear statement regarding the UC Davis position specifically regarding faculty diversity on campus. We also support attracting highly qualified Latino/a, African American, Native American and women senior administrators to campus, as indicated in the Latino/a Ladder Faculty memo to Chancellor Vanderhoef dated December 6, 2007. Our campus has a pressing need to hire from underrepresented minority groups and women in key administrative and faculty positions. Likewise, we encourage the Regents to provide the necessary concrete resources in order to support the recruitment and retention of underrepresented minority administrators, faculty and graduate students. We caution against a shift towards emphasizing the internationalism component at the expense of attracting historically underrepresented and discriminated groups. AA&D looks forward to working with the UCD administration and Regents towards committing the necessary resources to make diversity at UC Davis a reality.”

- Reviewed the General Education proposed changes. AA&D met with Kyaw Paw U, who provided historical context and encouraged the involvement of the Committee in GE diversity matters. AA&D then met with GE Chairs Liz Constable and Kathryn Radke to discuss proposed GE diversity requirement changes, reviewed past and current GE policy, proposed changes to the domestic diversity requirements, reviewed the course list in order to meet the seat ability quota, and proposed the changes to Undergraduate Council. AA&D’s proposed changes were adopted by Undergraduate Council and later by Representative Assembly during their June 2008 meeting. The changes allowed the minimum 6 units of GE core literacy in US Civic and Cultural Literacy, designated in the initial GE proposal as US Culture, Governance and History to be divided into two parts, one of which require that students take a minimum of 3 units of GE course that will fulfill domestic diversity requirements.
Recommended procedural or policy changes, and carry-over items for the coming year:

Carry-over from 2007-08 to 2008-09:

- Continue the work of the Academic Senate Mentoring Task Force, which was extended into the 2008-09 academic year by Executive Council (evolving goal noted as providing a list of available faculty and available opportunities).

- Continue meeting with the Chair of the Committee on Academic Personnel in order to dialog regarding the diversity component and the impact of APM 210’s service credit when reviewing personnel items.

- Follow-up on the status of the Faculty Exit Survey for faculty through Campus Community Relations/Rahim Reed (not yet implemented in 2006-07, no discussion in 2007-08).

- Contact the Assistant Vice Chancellor of Government and Community Relations for further direction/discussion regarding the Police Department correspondence/situation.

New Recommendations/Goals for 2008-09:

- In 2007-08, UCAAD encouraged all individual campus AA&D committees to invite administrators to attend AA&D meetings, and AA&D members agreed to the benefits of dialoging with Deans/Vice Chancellors in upcoming years. AA&D would like to begin this process by inviting the Interim Provost to a meeting in order to solicit thoughts regarding the approach with the Deans. Depending on the direction provided, AA&D may write a letter to all Deans communicating the overall goal, and then pursue discussions with the Deans and/or Vice Chancellors regarding diversity statistics/approaches and best practices, all while encouraging individual interest and accountability in diversity matters. The results/wrap up may be communicated with the CODVC at the end of the year by AA&D providing a presentation during a CODVC meeting.

- Via the AEVC of Campus Community Relations, AA&D may consider asking a representative to report to AA&D in the future on President Dynes’ “Status of Women Advisory Committee” (membership includes staff, Senate, Federation, students, etc. - each campus has a faculty and staff representative).

- Participate in the Academic Senate’s effort to expand communication between Department Chairs and the Senate Committees during reoccurring meetings.

Committee’s narrative:

This Committee considers matters involving diversity according to Davis Division Bylaw 52 (http://academicsenate.ucdavis.edu/curj/manual/dd_bylaws.htm#VI52). The Chair, Bruce Haynes, served in three additional roles: 1) AA&D’s representative to Representative Assembly, and 2) a member on Executive Council (second year), 3) and a member of the Provost/Academic Senate Chairs quarterly meeting group. Member Chair Orel served in two additional roles: 1) the Davis campus representative to the UC Systemwide Affirmative Action & Diversity Committee (UCAAD), 2) AA&D’s representative to the Transfer Student Task Force (the Vice Chancellor of Student Affairs and the Academic Senate Chair
formed an administrative task force to address the impending shortage of freshmen and address campus policy for the admission of transfer students). For a more detailed account of the Committee's discussion & actions, please request the information from the Academic Senate analyst in order to review the action items from each meeting.

In addition to the policies/procedure reviews listed above, the Affirmative Action & Diversity Committee also considered the following items during the 2007-08 academic year:

- The Senate Mentoring Task Force, which involved both faculty & administrative members, worked towards recommending a campus wide mentoring plan for underrepresented minority students (URMs). Executive Council approved the task force for a one-year term (2007-08), and Jon Rossini served as Chair to the task force. The group met on January 29th and February 21st. Supporting data from various sources on the web and Student Affairs Research and Information (SARI) was gathered, which identified the need for mentoring on campus. A survey was then drafted/executed through ASIS to all UCD Senate members in order to gage the level of faculty interest/support. After the survey data was collected, the results were analyzed along side of the previous data collected from SARI and the web, recommendations were made from drawn conclusions, the proposal citing the numerous stats and data was written, and the draft was provided to the MTF and Executive Council. The proposal contained four main sections: Background and Purpose, Supporting Data, Recommendations, and Appendixes (which included four reports with supporting data from SARI, the Academic Senate survey through ASIS, and survey results). The proposal stirred enthusiasm among MTF and AA&D members, and the MTF's term was extended to 2008-09 by Executive Council at the request of Chair Rossini.

- Reviewed APM updates to the Appointment and Promotion section (including 210, 220-18, 240, 245A), and discussed the integration of these guidelines with the Committee on Academic Personnel's Chair in order to better understand CAP's viewpoint, role, and knowledge regarding informing the faculty of the changes, and how the changes will be incorporated into CAP's future decisions.

- Review process, identified issues, and coauthored a letter with the Academic Senate Chair to the Chancellor regarding the Executive Recruitment Advisory Committees, which prompted other discussions and recognition from systemwide. The lack of adherence to the procedures outlined at http://chancellor.ucdavis.edu/aac/guidelines.html, the current practice of selecting members to represent the Davis Division of the Academic Senate, and the lack of involvement of the Associate Executive Vice Chancellor of Campus Community Relations or designee from the Office of Campus Community Relations were listed as main areas of concern.

- Discussed the California Universities Consortium and reviewed the material/curriculum from AEVC Rahim Reed. All 10 UCD campuses and other universities such as Caltech, USC, Claremont, Stanford, etc. attended the consortium (groups who identify that diversity is integral in academic excellence) in order to help identify, recruit, and retain diverse Graduate Students. The Consortium fostered teamwork, collaboration, and sharing, rather than competitiveness, with the goal of influencing top authorities.

- Reviewed a letter directed to AA&D from Professor Cristina Gonzalez (the Latina/o Ladder Faculty Group Chair). AA&D supported the group, specifically the way in which they strive to create a partnership with the Latina/os and Administration (amongst other groups) in order to make a positive change on campus. AA&D met with Professor Gonzalez, and voiced their support of the LL faculty group by including the letter within their response of the Regents Task Force on Diversity Report Review response.
Reviewed “The 2006 University of California Undergraduate Experience Survey: Student-Police Interactions” (available http://www.sariweb.ucdavis.edu/downloads/377.06PoliceRpt.pdf) and expressed concern regarding perceptions of police bias and the impact on the campus climate, which includes the ability for UCD to attract, recruit, and retain underrepresented minority students, faculty, & staff, in a letter. The letter was addressed to the Chief of the UCD Police and the Associate Executive Vice Chancellor, Campus Community Relations, and cited AA&D’s review of the Undergraduate Experience Survey as well as the Principles of Community. AA&D encouraged all parties to work towards respecting all members of our diverse community.

Followed up on the UCD response to the President Task Force on Faculty Diversity report, which was crafted by the UC Davis Task Force on Faculty Diversity Follow-up Committee. The Committee reviewed the UC Davis Progress Report on Plans, Accomplishments and Implementation of the UC President's Task Force on Faculty Diversity Recommendations.

Met with the Committee on Academic Personnel Chair, Chris Reynolds, and discussed CAPs view and involvement in valuing diversity. They reviewed how diversity is weighed in light of APM 210d, and commended CAP for highlighting diversity/service opportunities in their letters.

Met with the Director of Admissions, Pam Burnett, in order to discuss retention and recruitment of African American students/incoming freshmen. Several handouts were reviewed: “UC Campus Enrollment and Academic,” “Demographic Summary of Freshman,” and “Demographic Summary of Transfers”. The BOARS proposal concerning the impact on diversity was discussed as well.

Reviewed the “UC Undergraduate Experience Survey - Campus Climate Draft” to ensure data AA&D wanted to obtain from the survey would be included (via Kathy Davis requested due to her position on the UCUES task force).

Reviewed the new Ethnicity Guidelines from the Dept of Education concerning updated federal guidelines for reporting of student race/ethnicity data.

Reviewed and discussed how workforce availability goals are determined with the Academic Personnel Data Coordinator.

Respectfully Submitted,

Bruce Haynes (Chair)

Katie Dehesh, Christopher Elmendorf, Ann Orel, Gloria Rodriguez, Jon Rossini, Monica Vazirani, Carissa Adams, Girma Getachew, Barbara Hegenbart, Sharada Balachandran-Orhiuela, Rahim Reed, Kathy Davis, Everett Wilson, and Diana Howard (Academic Senate Analyst)