Annual Report: Academic Year 2006-07
Davis Division: Academic Senate

Committee on Affirmative Action & Diversity

<table>
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<tr>
<th>Total Meetings: 6</th>
<th>Meeting frequency: as needed; approximately twice per quarter</th>
<th>Average hours of committee work each week: 2</th>
<th>Average hours of Chair work each week: 3</th>
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<td>Total policy/procedure/misc. items reviewed: 19</td>
<td>Total of reviewed policy/procedure/misc. items deferred from the previous year: 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 "Role of Graduate Students in Instruction" and advised UC to carefully examine the policy before implementation in order to determine whether the policy would be biased towards a certain gender and/or ethnic and racial groups.
- Reviewed the "Integrity in Research: Draft Update of PPM 240-01" and commented that "while most committee members had little comment; however, one issue did arise. Concern was expressed that we need to ensure the honesty and the integrity of the person who files the complaint."
- Reviewed the "Guiding Principles of Professional School Fees Proposal" and supported the proposal with no further comment.
- Reviewed the "Resolution on High School Exit Exam" and supported the resolution with no further comment.
- Reviewed the "Systemwide Academic Planning Process" and did not submit any specific comments.
- Reviewed the “General Education Task Force Review (GE proposal)” and did not submit any specific comments.

Recommended procedural or policy changes, and carry-over items for the coming year:

**Carry-over from 2006-07 to 2007-08:**
Follow-up with appropriate parties in order to ensure AA&D’s recommendations endorsed by Executive Council (submitted to UCD’s President Summit on Faculty Diversity report, specifically Rahim Reed) are included in Davis’ response to the 2005-06 Presidents Faculty Diversity Task Force Report (http://www.universityofcalifornia.edu/facultydiversity/report.html).

Follow-up to ensure the implementation of the Campus Climate/Faculty Exit Survey by the Campus Community Relations office (currently at SARI for survey analysis). Possibly recommend extending the data collection to Academic Federation members as well.

Continue EAOP discussion with Lora Jo Bossio and other applicable parties.

Continue the work of the Mentoring Task Force, collect data, and write a proposal for a URM mentoring program.

New Recommendations/Goals for 2007-08:

- Annually draft a letter to incoming Chair of the Committee on Academic Personnel requesting that he/she explain the diversity component and the impact of APM 210’s on service/diversity in the new faculty orientations.
- Review Whistleblower and investigation policy for Administration; suggest oversight of Academic Senate.
- Review hiring procedures for Administration in order to increase diversity; suggest oversight of Academic Senate in the hiring process.
- Request AA&D representation to Committee on Committees (i.e. provide a list of faculty names) when administration positions become available in order to gain more of a voice.

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 Chair, Bruce Haynes, served in three additional roles: 1) the Davis campus representative to the UC Systemwide Affirmative Action & Diversity Committee (UCAAD), 2) AA&D’s representative to Representative Assembly, and 3) a member on Executive Council (first year). 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 2006-07 academic year:

- Reviewed the 2005-06 Presidents Faculty Diversity Task Force Report (http://www.universityofcalifornia.edu/facultydiversity/report.html), met with Kyaw Tha Paw U (past AA&D chair and member of the 2005-06 Presidents Faculty Diversity Task Force) for perspective, created recommendations endorsed by Executive Council, and forwarded them to UCD’s President Summit on Faculty Diversity report (specifically Rahim Reed) for inclusion in Davis’ response.
- Formed the Senate Mentoring Task Force, which involved both faculty & administration members in order to propose a campus wide mentoring plan for underrepresented minority students (URMs). Executive Council approved the task force for a one-year term (into 2007-08), and Jon Rossini agreed to chair the task force.
- 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 & Vice 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. The APM changes were also discussed with Vice Provost of Academic Personnel Barbara Horwitz to determine how APM 210 was being interpreted in the faculty promotion process.

- Reviewed the 2004 and 2006 University of California Undergraduate Experience Survey (UCUES) report regarding campus climate information (specifically the 2006 data regarding the student-police interactions on and off campus). AA&D requested the information during the Fall 2006 and received the information late Spring 2007.
- Chair Haynes served on the interview committee for the Vice Chancellor of Student Affairs position and assisted in drafting a collaborative response from Executive Council.
- Discussed and informally investigated the Early Academic Outreach Program past hiring practices and use of resources regarding proposition 209. The ad hoc group consisted of Martha Stiles (AF rep), Barbara Hegenbart (AF rep), Martha Stiles (AF rep), and Gale McGranahan (AF rep). The whistleblower procedures were used; however, AA&D was not satisfied with the process and outcome of the investigation.
- Reviewed the African American Faculty and Staff Association’s (AAFSA) letter to the UC Davis Administration expressing concerns regarding the King David Manga gun incident on January 18, 2007.
- Reviewed Admissions & Enrollment diversity and eligibility information, and discussed with Pamela Burnett, Director of Admissions. AA&D suggested that Admissions target past high schools who did not previously have admits at UCD.
- Reviewed and commented on the Faculty Exit Survey for faculty through Campus Community Relations/Rahim Reed (not yet implemented in 2006-07).
- Discussed the Equal Opportunity 209 Conference (“California at a Crossroads: Confronting the Looming Threat to Achievement, Access and Equity at the University of California and Beyond”). Attendees were Rahim Reed and Pamela Burnett.
- Reviewed retention information at UC Davis with Elias Lopez (SARI Director) & Ward Stewart (Student Transition and Retention (STAR) Committee Chair and Director of the Learning Skills Center), and made recommendations.
- Researched UCD’s policy on biobibs, interpretation of APM 210d, and equity advisors for systemwide (UCAAD).
- Confirmed all desired data added to diversity website and posted in central area: http://www.ucdavis.edu/diversity/.

Respectfully Submitted,

Bruce Haynes (Chair)

Brianda Barrios, Kathy Davis, Christopher Elmendorf, Ching Yao Fong, Carlito Lebrilla, Barbara Hegenbart, Gale McGranahan, Dennis Wilson, Rahim Reed, Dwaimy Rosas-Romero, Gloria Rodriguez, Jon Rossini, Martha Stiles, Monica Vazirani, Everett Wilson, and Diana Howard (Academic Senate Analyst)