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June 4, 2012

ROBERT ANDERSON, CHAIR

University of California
Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607

Re: Systemwide Review: UC Faculty Diversity Work Group Report

The proposal was forwarded to all Davis Division of the Academic Senate standing committees and Faculty Executive Committees within the schools and colleges for comment. Detailed responses were received from the Committees on Affirmative Action and Diversity, Academic Personnel – Oversight and Faculty Welfare.

The Davis Division is very supportive of all efforts to increase diversity of UC faculty. Locally, the Davis Division's Committee on Affirmative Action and Diversity has been engaged in an effort to capture the efforts of every faculty members associated with increasing diversity via our campus on-line academic merit and promotion system (MIV) and this effort is also supported by our Committee on Academic Personnel – Oversight.

The Division is supportive of most of the recommendations and principles outlined. However, there were concerns expressed that some of the recommendations, if implemented, could further increase faculty and staff workload associated with the academic personnel process. Specifically, the Committee on Faculty Welfare stated: "We do not believe that all of the recommendations made by the Working Group would advance the goal of diversity. The requirement that we change the review of every faculty member who is being evaluated for a merit or promotion and assess their recent contributions to diversity seems to be distant from the heart of the problem: hiring a more diverse faculty. Yet implementing this proposal would come at the cost of expanding the amount of paperwork and bureaucracy in a personnel process that most faculty believe needs to be streamlined."

Perhaps the Academic Senate should consider accountability reports on diversity for key senate committees as doing so would serve to identify committees that are not diverse in the composition of their faculty representatives. This information, however, could also have adverse impacts. The already large pressure on women and URM faculty members at UC to increase their service responsibilities would only grow and committing more time to service may not ultimately advance their careers.

Additionally, at UC Davis we do not currently have a specific system in place for rewarding service such as serving as department chair, the idea of a one-time half or whole step increase for extraordinary contributions to diversity would be difficult to implement at UC Davis at present,

especially since we do not have half steps. However, should the half-step or similar system be implemented, extraordinary contributions to administration (such as serving as chair or equivalent) or in other areas including diversity might be considered along with other exceptional items in support of advancement. In general, CAP does not support a specific prescription for rewards for particular accomplishments in the merit and promotion system, as we regard merit actions as involving a faculty member's entire record, including their contributions to diversity as described in APM-210. Departments with good practices for increasing diversity should be acknowledged and their efforts publicized.

Sincerely,

A handwritten signature in cursive script that reads "Linda F. Bisson".

Linda F. Bisson, Chair
Davis Division of the Academic Senate
Professor: Viticulture and Enology