

**SPECIAL SENATE COMMITTEE ON DIVERSITY (SSCD)  
ANNUAL REPORT  
2006-2007**

The Irvine Division's Academic Senate convened the Special Senate Committee on Diversity in 2006-07 in response to a report, *Recommendations for Local Diversity Committee Empowerment*, from the University Committee on Affirmative Action and Diversity (UCAAD). The report provided a list of recommendations for each UC campus to discuss.

The Council on Faculty Welfare also noted that when the Irvine Academic Senate restructured its standing committees in 1998, the duties of the Committee on Affirmative Action were transferred into what is now known as the Council on Faculty Welfare. The Committee on Student Affirmative Action's duties were moved into the Action Committee on Student Affairs, and after the 2003 review of the restructured Academic Senate, the duties were moved again to the Council on Student Experience. In effect, this narrowed visibility and oversight, and invited confusion over which Irvine Senate Committee was responsible. The Council on Faculty Welfare encouraged the Academic Senate to broaden its oversight of affirmative action and diversity by expanding other Academic Senate committee's duties so that they play a more direct role in increasing the numbers of underrepresented minorities at all levels of campus life.

The membership of SSCD consisted of one representative from each of the Academic Senate's councils and two of its committees, and the Director of UCI's ADVANCE Program. Martha Mecartney, Chair of the Academic Senate and a member of the Committee on Committees, chaired the SSCD. The committee met monthly during the 2006-07 academic year. Its activities for the year are summarized below.

**1. Senate Council and Committee Bylaws were amended to add oversight of diversity.**

With the assistance of the SSCD representatives, the following Councils and Committees forwarded proposed bylaw changes that were approved at the May 8 Senate Cabinet meeting, and the June 7 Irvine Divisional Senate Assembly meeting:

- Council on Education Policy
  - Subcommittee on Programs and Policy
  - Subcommittee on Courses and Continuing, Part-Time, and Summer Session Education
- Graduate Council
- Council on Planning and Budget
- Council on Research, Computing and Library Resources
- Council on Student Experience
- Committee on Committees
- Committee on Scholarly Honors and Awards

The following council and committee did not submit an amendment because their current duties already include oversight of diversity:

- Council on Faculty Welfare
- Committee on Undergraduate Admissions and Relations with School

## **2. Council on Academic Personnel (CAP)**

### **Addendum to the Biography:**

Following extensive divisional and system-wide Senate discussion, APM 210 was revised (effective July 2005) to recognize faculty activities that promote diversity at the University of California. The UC Diversity Statement was adopted by the UC Assembly in May 2006. With the assistance of the SSCD and the ADVANCE program, CAP developed new sections for the Addendum to the Biography form (UCI-AP-10) for the faculty to report diversity activities related to teaching, research, and creative activities, professional service and University service. The new form will take effect beginning with dossiers submitted in AY 2007-08.

### **CAP FAQs on Diversity:**

The SSCD reviewed the proposed amendments to the “Frequently Asked Questions” drafted by Douglas Haynes, Director of the ADVANCE program. The proposed sections are intended to raise awareness of the recent changes to APM 210 as it relates to faculty appointment, promotion and appraisal reviews and will be integrated into the current CAP FAQs document. CAP approved the proposed amendments with minor formatting changes at its meeting on June 8, 2007, and the Academic Senate’s web site has been updated.

(See [http://www.senate.uci.edu/senateweb/default2.asp?active\\_page\\_id=762](http://www.senate.uci.edu/senateweb/default2.asp?active_page_id=762) The FAQs relating to diversity are #14.)

## **3. Academic Program Review Subcommittee (APRS)**

The SSCD reviewed several forms that are used by the Academic Program Review Subcommittee for the external reviews of the academic programs that are conducted every ten years.

1. **The School Self-Study and the Department/Program Self-Study documents:** The SSCD forwarded suggested amendments to include the reporting of diversity, and the APRS approved them at its May 10 meeting. These documents are prepared by the School and Departments/Programs and are provided to the External Reviewers.
2. **Charge to the External Reviewers:** The SSCD prepared and forwarded two draft options for adding diversity assessments to the template forms. The APRS will discuss SSCD’s recommendations during Fall Quarter 2007.

## **4. Organized Research Units (ORUs)**

The SSCD recommended additional wording that would incorporate diversity into the application and review procedures for ORUs. The Council on Research, Computing, and Library Resources (CORCLR) will review the proposed wording during Fall Quarter 2007.

## **5. Graduate Division**

The SSCD asked the Dean of the Graduate Division to add a section to the graduate student application to allow applicants to describe their diversity-related activities/experiences. The Dean has forwarded the request to the Graduate Division’s recently appointed Associate Dean who will convene an advisory committee on graduate diversity.

## **6. UCI Postdoctoral/Fellowship Program**

The Director of ADVANCE is preparing a draft proposal for a UCI Postdoctoral/Fellowship Program in which diversity-related activities will be considered. The two-year program will be awarded to external candidates and may be used as a showcase for future hires. The SSCD discussed the first draft of the proposal at its June meeting, and will review and comment on the next version of the draft proposal during Fall Quarter 2007.

## **7. Collection of Data – Analysis on the Effects of Proposition of 209**

The SSCD reviewed the following data related to the effects of Prop. 209.

- From the Office of Financial Aids and Scholarships:
  - Trends in scholarship and financial aid recipients since Proposition 209
  - Undergraduate Merit-Based Scholarship Selection Criteria and Benefits
- From DUE's Office of Research and Evaluation:
  - A report on academic engagement, civic engagement and overall satisfaction
- Disability Services Center:
  - Data on student's with disabilities

## **8. Issues for 2007-08:**

- The SSCD will monitor the implementation and effectiveness of the newly approved duties for the oversight of diversity to the Irvine Bylaws for the Senate Councils and Committees.
- Finalize a proposal for a two-year external UCI Postdoctoral/Fellowship Program which will be awarded in all fields to recent PhD graduates.
- Follow-up with its request to the Graduate Division to add a section to the graduate student application that will allow applicants to describe their diversity-related activities and experiences.
- Follow-up with the Council on Research, Computing, and Library Resources (CORCLR) on the status of its discussion of adding wording that would incorporate diversity into the application and review procedures for ORUs.
- Follow-up with the APRS regarding the two draft options that the SSCD proposed for adding diversity to the Charge to the External Reviewers.
- Review the Special Committee's continuing and future duties, and revisit the recommendation to have a smaller committee after the 2007-08 academic year.
- Review the ADVANCE Program Reports

The SSCD unanimously elected the following faculty members to serve next year:

Glen Mimura, Chair  
Lonnie Alcaraz, Vice Chair

On behalf of the Special Senate Committee on Diversity,

Martha Mecartney, Chair

SSCD Membership represented the following Senate Councils and Committees:

Committee on Committees:

Martha Mecartney, Chair of SSCD

Council on Faculty Welfare:

Pauline Yahr, Vice Chair of SSCD

The ADVANCE Program Director:

Douglas Haynes

Council on Academic Personnel:

Alladi Venkatesh

Council on Educational Policy:

Lonnie Alcaraz

Graduate Council:

Juan Bruce-Novoa, Louise DeSipio, Glen Mimura

Council on Planning and Budget:

Alexander Gelley

Council on Research, Computing & Library Resources:

Moyra Smith

Council on Student Experience:

Belinda Robnett

Committee on Undergraduate Admissions:

Craig Martens