

**SPECIAL SENATE COMMITTEE ON DIVERSITY (SSCD)
ANNUAL REPORT
2007-2008**

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.

At the same time, 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 to play a more direct role in increasing the numbers of underrepresented minorities at all levels of campus life.

The membership of SSCD consisted of the Director of UCI's ADVANCE Program and one representative from each of the Academic Senate's councils and the Committee on Committees. Glen Mimura, the Graduate Council's representative, chaired the SSCD for 2007-08. The committee met six times during the 2007-08 academic year. Its activities for the year are summarized below.

Special Senate Committee on Diversity's Issues

1. Academic Program Review Board (APRB)

In response to the Special Senate Committee on Diversity's request, the APRB approved amending the School Self-Study and Department/Program Self-Study documents to include the reporting of diversity. These documents are prepared by the School and Departments/Programs and are provided to the External Reviewers.

The standard charge to the external review committees was also amended to include diversity assessment.

(SSCD Mtg.: 10/26/07)

2. Council on Research, Computing, and Library (CORCL)

In response to the Special Senate Committee on Diversity's request, CORCL approved additional wording that would incorporate diversity into the application and review procedures for the Organized Research Units (ORUs).

3. Graduate Division

In response to the Special Senate Committee on Diversity's request, the Graduate Division agreed to add two sections to the graduate student application which will allow applicants to describe their diversity-related activities/experiences. The Graduate Division also responded favorably to the SSCD's suggestions for a few minor modifications to the two new sections.

(SSCD Mtgs.: 12/4/07, 2/8/08, 4/28/08)

4. Proposal for a new UCI Postdoctoral Fellowship Program

Douglas Haynes, Director of the UCI ADVANCE Program, submitted a revised proposal for a UCI Postdoctoral/Fellowship Program in which diversity- related activities would be considered. The two-year program will be awarded to external candidates and may be a showcase for future hires.

Director Haynes will provide a status report on the proposal next year.

(SSCD Mtgs: 10/26/07, 12/4/07)

6. The Office of Equal Opportunity and Diversity's Data on Underutilization

SSCD reviewed OEOD's data on underutilization from 2002 through 2006. SSCD requested additional information from OEOD:

- The committee would like the data for 2007-08 to be posted as soon as possible.
- The "Total Minorities" column is unnecessary and should be deleted.
- Include all units but indicate "Fewer than 10 FTE" for those smaller units that would not otherwise be counted.

SSCD will review and forward the 2007-08 data next fall to the Senate Chair with a request that the information be distributed annually to all Deans and unit Chairs/Directors. Deans and unit Chairs/Directors will be asked to review the data for accuracy and report any errors. SSCD requests that this data be updated and circulated annually to units to assist them in their FTE planning and search activities.

(SSCD Mtgs.: 12/4/07, 2/8/08)

8. Work-Life Statement

Douglas Haynes, Director of the UCI ADVANCE Program, prepared a Work-Life Statement which encourages faculty members to make use of UC's family friendly policies without fear of negative consequences to their professional advancement. Following several discussions with SSCD, and incorporating their suggestions, a final version of the statement was forwarded to the Senate Chair. The Senate Cabinet unanimously endorsed the statement at its July 15 meeting and an email to all members of the Academic Senate was distributed on July 21, 2008.

(SSCD Mtgs.: 4/28/08 & 5/27/08)

9. Status Reports from Council and Committee Representatives:

A. Diversity Related Activities

B. Implementation of Irvine Bylaw Amendments for Oversight of Diversity

The SSCD representatives had the opportunity to report on their respective council's/committee's diversity related activities during 2007-2008 at every meeting. At the last meeting of the academic year, the representatives provided a summary of their committee's diversity related activities.

(SSCD Mtg.: 5/27/08)

10. Status Reports from the ADVANCE Program

The Director provided an overview of the ADVANCE Program's activities at each meeting, and he also reported on other UCI and UC diversity related activities.

- The ADVANCE Program's Elsevier Foundation grants will provide funding for dependent care grants for faculty parents with infants and toddlers up to 24 months of age. The one-time awards (maximum of \$1000) will subsidize child care for junior

faculty to attend professional meetings/conference and is limited to faculty in the fields of science, technology, engineering, mathematics or STEM. Applications will be accepted twice a year. For Spring Quarter 2008, fifteen applications were submitted during the first round of grants to be awarded.

- UC President's Postdoc Incentive Program – UCI hired three new faculty members for the Departments of Asian American Studies, African American Studies and Anthropology. The Office of the President will fund the salaries for the first five years. Since 2003, UCI has hired nine faculty members, more than any other UC campus.
- UC Women's Forum for Faculty Advancement was convened by the Office of the President to begin a conversation and learn more about the barriers that impair movement across the ranks. Child care was identified as a major priority.

UC Academic Senate Issues for Review

1. Systemwide Review of the Regents' Task Force on Diversity Reports

Undergraduate Student Diversity Report
Graduate and Professional Student Diversity Report
Faculty Diversity Report
Campus Climate Report

The four reports, along with comments from the Graduate Council, Council on Educational Policy and the Council on Faculty Welfare, were discussed at SSCD's two Winter Quarter meetings. Comments in agreement with the reports and issues of concern/disagreement were forwarded to the Senate Chair for the Senate Cabinet's discussion on March 25, 2008. (*SSCD Mtgs.: 2/8/08 & 3/10/08*)

2. UC Senate Review of the Proposed Amendment to Senate Bylaw 140.

University Committee on Affirmative Action and Diversity

The Special Senate Committee on Diversity discussed the proposed amendment and agreed that replacing the words "Affirmative Action" with the word "Equity in the committee's name, as well as in the section on duties, was reasonable. The committee's approval was forwarded to the Senate Chair. (*SSCD Mtg: 3/10/08*)

3. Systemwide Senate Review of the BOARS' revised "Proposal to Reform UC's Freshman Eligibility Policy"

Craig Martens, Chair of the Council on Admissions and Relations with Schools, reported on the new version of the BOARS proposal that will expand freshman eligibility criteria and will increase the number of application files that will be reviewed. (*SSCD Mtg.: 3/10/08*)

Issues for 2008-09:

- The SSCD will continue to monitor the implementation and effectiveness of the recently approved duties for the oversight of diversity to the Irvine Bylaws for the Senate Councils and Committee.

- Review and discuss the ADVANCE Program’s Status Reports, including the status of the proposal for a UCI Postdoctoral/Fellowship Program.
- Review and discuss OEOD’s data on underutilization.
- Review the Council on Faculty Welfare’s salary data when analysis is available.
- Review the Special Committee’s continuing and future duties and make recommendations to the Senate Chair if changes in the committee’s membership or duties would be beneficial.
 - It was noted that the SSCD was convened as a short-term committee. With the Council/Committee Reps serving for one year, there may be a lack of institutional memory for longer term activities.
 - If the committee is to become proactive, a standing committee should be formed with longer terms of membership.
- New Issues recommended for SSCD review in 2008-09 included:
 - How will UC respond to the newly legalized same sex marriages? What is the disparity between State and Federal laws for domestic partners? Are there implications for UC policies? Ask CFW and other committees for comment.
 - There are equity issues for domestic partners as taxable benefits differ.

The SSCD unanimously elected Lonnie Alcaraz to chair the SSCD for the 2008-09 academic year.

On behalf of the Special Senate Committee on Diversity,
Glen Mimura, Chair

SSCD Membership:

Graduate Council:

Glen Mimura, Chair

Council on Educational Policy:

Lonnie Alcaraz, Vice Chair

The ADVANCE Program Director:

Douglas Haynes

Committee on Committees:

Tim Bradley

Council on Faculty Welfare:

Susan Greenhalgh

Council on Academic Personnel:

Mary Gilly

Council on Planning and Budget:

Alfred Kobsa

Council on Research, Computing & Library Resources:

James Nowick

Council on Student Experience:

Zina Giannopoulou, FQ and Belinda Robnett, W&SQ

Council on Undergraduate Admissions and Relations with Schools:

Craig Martens

Special Guest – Chair of the University Committee on Affirmative Action and Diversity

Pauline Yahr