

**SPECIAL SENATE COMMITTEE ON DIVERSITY (SSCD)  
ANNUAL REPORT  
2008-2009**

The Irvine Division's Academic Senate convened the Special Senate Committee on Diversity in 2006-07 in response to University Committee on Affirmative Action and Diversity's report, *Recommendations for Local Diversity Committee Empowerment*. The report provided a list of recommendations and each UC campus was encouraged to enhance procedures and practices for the oversight of diversity. The Irvine Division's Council on Faculty Welfare also 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 has 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. Lonnie Alcaraz, the representative from the Council on Educational Policy, chaired the SSCD for 2008-09. The committee met several times each quarter during the 2008-09 academic year, and a brief summary of its accomplishments follows:

2006-07:

- The oversight of diversity was added to the official duties of most of the Senate's Councils' and Committees' bylaws.
- With assistance from SSCD and the ADVANCE Program, CAP developed a new section to UCI-AP-10 for the faculty to report diversity activities related to teaching, research and service.
- A new section on diversity has been added to the CAP FAQs document and it is now available on the Senate's web site at:  
[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 Academic Program Review Board has amended the following documents to include diversity: the School Self-Study and Department/Program Self-Study documents, and the template for the charge to the external program reviewers.

2007-08:

- The reporting of diversity has been added to the ORU application and review procedures.
- The Graduate Student Application has been amended to add the reporting of diversity activities to the application.
- The Division of Undergraduate Education has also reported that they have integrated diversity reporting to the application for diversity grants.

2008-09:

- At the recommendation of the Director of the ADVANCE Program, a survey to assess service at the University/School/Department/Senate levels was forwarded to Deans and Department Chairs. Several recommendations were forwarded to the Senate Chair that will remind faculty that service is a duty and not an optional activity. It is hoped that

these recommendations will lead to a more equitable distribution of service and will strengthen UC's tradition of shared governance.

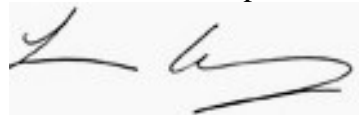
- At the request of the Director of the ADVANCE Program, the Special Committee provided advice on a draft brochure, *Diversity in the Academic Review Process: Teaching*.
- A survey of Deans and Department Chairs regarding diversity related activities was conducted. A final report will be published on the Senate's web site. Goal: Departments may be inspired by other departments' activities.
- Advised the Council on Faculty Welfare on bylaw wording for the addition of a Subcommittee on Affirmative Action and Diversity. [Note: The Council on Student Experience has agreed to have an informal subcommittee that will provide oversight for student diversity issues.]
- Reviewed and forwarded comments to the Senate Chair regarding President Yudof's Proposal to Modify UC's Financial Aid Program.

With the addition of the Council on Faculty Welfare's Subcommittee on Affirmative Action and an informal subcommittee for student affirmative action on the Council on Student Experience (CSE), as well as its success in encouraging a number of other changes in diversity related procedures to enhance the oversight of diversity, the members of the SSCD concluded that the Special Committee has completed its charge. The members voted to forward a proposal to disestablish the Special Senate Committee on Diversity. Several recommendations that will assist the Academic Senate in providing strong oversight for diversity in the future were also forwarded to the Senate Chair:

- A request to convene an ad hoc or special committee in three years to review how effective the Senate's procedures and practices, instituted with SSCD's guidance, have been in providing oversight for diversity. In 2012, the ad hoc or special committee should include a few past members from SSCD and criteria for the review should include:
  - Have the Councils/Committees been effective in providing oversight for diversity as mandated by the 2007 Irvine Bylaw amendments?
  - Have the subcommittees on CFW and CSE been effective in providing oversight for faculty and student affirmative action?
  - Have the other practices and procedures promoted by SSCD to enhance diversity been effective?

*Note: The Senate Cabinet unanimously approved the proposal to disestablish the Special Senate Committee on Diversity at its meeting on July 14, 2009 and the Academic Senate has agreed to convene an ad hoc or special committee in three years for a review of the Academic Senate's effectiveness in providing oversight for diversity as noted in the proposal's criteria.*

On behalf of the Special Senate Committee on Diversity,



Lonnie Alcaraz, Chair

SSCD Membership:

Council on Educational Policy:

Lonnie Alcaraz, Chair

The ADVANCE Program Director:

Douglas Haynes

Senate Chair and Representative from the Committee on Committees:

Jutta Heckhausen, with Judith Stepan-Norris, Alternate

Council on Academic Personnel:

Nancy Burley

Council on Faculty Welfare:

Michael Hooker

Graduate Council:

Alison Brysk

Council on Planning and Budget:

Donald Hoffman

Council on Research, Computing & Library Resources:

Ender Ayanoglu

Council on Student Experience:

Kimberley Lakes

Council on Undergraduate Admissions and Relations with Schools:

John LaRue, Fall Quarter '08

George Lueker, Winter Quarter '90

Bruce Berg, Spring Quarter '09