

ACADEMIC SENATE COMMITTEE ON DIVERSITY AND EQUITY

To the Faculty Legislature, Santa Barbara Division:

Annual Report 2012-2013

Committee Charge

The Committee on Diversity and Equity charge is to work towards attaining the campus goals of diversity and equity and actively pursue the goals of affirmative action.

Membership

The Committee on Diversity and Equity consists of a Chair and at least five members. The Campus Affirmative Action Officer serves ex-officio on the committee. In addition, there is one non-Senate academic representative and one undergraduate and one graduate student representative.

Summary of CDE activities over 2012-2013

There were a total of ten meetings of CDE members over the 2012-2013 term. CDE's primary areas of focus during the term were: 1) discussion of the application of APM 210-1-D(4) Contributions to Diversity and Equity in the Committee on Academic Personnel (CAP) case review process; 2) drafting a memo along with the office of the Vice Chancellor for Diversity, Equity & Academic Policy to campus chairs to inform them about APM 210.1.D(4); 3) UCSB opportunities for implementation of APM 210-1-D(4); 4) faculty salary equity; 5) requesting a centralized web page for diversity-related resources and information; 6) initiating discussions with administrators on the effect of the designation of UCSB as a Hispanic Serving Institution (HIS); 7) academically qualified but unhired faculty spouses at UCSB

CDE discussed these topics at length and drafted a number of recommendations for consideration by diversity- and personnel-related administrative offices. CDE discussed its recommendations with Academic Senate Chair Kum-Kum Bhavnani, who drafted a memo with CDE and which was provided to several administrative offices in order to start conversations on the above topics. Priority topics and recommendations are briefly described below.

1) Centralized Web Page for Diversity-Related Resources and Information

CDE suggests that the Diversity, Equity and Academic Policy and the OEOSH websites reorganize information such that the following are updated and easily accessible:

- Diversity goals and current status of diversity, including goals for minority representation and evolution over time, results of salary equity, statistics on spousal hires, and results of the climate survey.
- Information links: For example, a link in the OEOSH website "Short Cuts" section titled "Information for Hiring Committees" should provide a description of D&E policies and procedures for hiring committees.
- A user friendly comment/inquiry submission tool.

2) UCSB Implementation of APM 210-1-D(4) Contributions to Diversity and Equity

- The EVC should publicize and ensure that faculty are aware of concrete examples of what the Academic Senate Committee on Academic Personnel (CAP) and the Academic Senate membership recognize as activities that "promote diversity and equal opportunity".
- The EVC should ensure the dissemination of information to faculty about APM 210-1-D(4).
- The EVC should ensure that departmental staff and faculty personnel are instructed that contributions to diversity and equity should be included in the bio-bib.

3) Faculty Salary Equity

- Qualitative data and meaningful non-statistically significant data should be evaluated in future salary equity reports prepared by the administrators of UCSB.
- Since people start their university careers at different times, ears should be calibrated from start date at first academic job or first tenure track job, rather than birth year.
- A report should be compiled examining years it takes women and faculty of diverse ethnic and regional backgrounds to achieve Assistant Professor, Associate Professor, Professor 1- Professor V, and Professor VI-VIII.
- An automatic review should be conducted for career equity for any faculty member more than one standard Deviation below the mean number at years at a rank or below the mean salary for their rank.
- Career Equity Reviews should be made more accessible and successful.
- An independent monitor should be assigned to review CAP and departmental faculty merit reviews.

4) UCSB as a Hispanic Serving Institution (HSI)

- UCSB should take advantage of its imminent opportunity as an HSI to apply for numerous grants.
- Promoting tutoring, mentoring, or student teacher programs in collaboration with the Department of Education could expand opportunities for Hispanic students, especially through collaboration with neighboring HIS institutions such as Santa Barbara City College or CSU Channel Islands.

5) Academically Qualified unhired Faculty Spouses at UCSB

We would like to call attention to the adverse circumstances and obstacles to career advancement faced by the spouses and domestic partners of faculty at UCSB who are committed to an academic research and/or teaching career but who remain unemployed or underemployed due to the lack of opportunities at UCSB. We propose the implementation of the following activities:

- A survey of all current departmental Chairs to determine the number of current hires in which a faculty spouse is being provided (or declined) a faculty position.
- A survey of all faculty members and their spouses/partners to develop a collective review.

Greater details on these and other issues will be available in our annual report. We look forward to meeting with you in the fall to begin a conversation towards implementation of measures to promote diversity and equity on these and related issues.

CDE discussions with UCSB diversity and equity representatives

Acting Associate Vice Chancellor for Diversity, Equity, and Academic Policy Anna Everett

Acting VC Everett gave a report on topics of interest to CDE and for which her office is responsible for. Acting VC Everett discussed with CDE the recent changes to policy in the UCSB “Red Binder” related to changes in APM210 “Contributions to Diversity”. There is interest on the part of faculty and the VC for Diversity Office in how the Red Binder changes could be implemented and in how faculty could be better informed about how to go about and report on their contributions to diversity. VC Everett discussed how APM210 is being viewed by her office, remarking that contributions need to support the student body, and promote diversity for the campus as a whole. Members discussed the need to train staff involved in supporting the preparation of academic personnel cases in how to report contributions to diversity so that they can advise faculty.

Professor Beth Schneider (2011-12 Chair of CDE, and member of President’s Council on Campus Climate and Inclusion)

UCSB Professor Beth Schneider was invited to meet with CDE to discuss the President's Council on Campus Climate and Inclusion and its work and relevance to CDE. This council came about due to situations that arose on campuses in which there were incidents of hate or intolerance towards students by students. UC President Yudolf

set up the systemwide President's Council on Campus Climate and Inclusion, and a corresponding Campus Climate Committee on each campus that is chaired by the campus Chancellor. Each campus has a representative on the systemwide council, and the President's Council and the campus councils are a three year proposition. The group meets once per quarter and was tasked with monitoring what is happening on each campus in terms of campus climate, and to use best practices to evaluate and respond to issues. The group discusses the issues as they come up, and discusses the efforts of four workgroups which are organized around issues (Safety and Concerns, LGBT, Faculty Concerns, Diversity Administrative Structures). Some of the difficult questions being addressed by the council are: What constitutes free speech, and Academic Freedom? A set of members from the group will look at the results of the climate survey and make recommendations

A sample of the recommendations that have come out of the council and its groups are:

- 1) An annual report from each campus on its diversity structure
- 2) Other more complicated and expensive recommendations, such as restoring the full budget for the Presidents Post-Doctoral Program, which has had a budget cut of 50%.
- 3) Considering how to best implement APM 210.
- 4) Addressing the lack of data on campus climate issues and incidents by initiating the Campus Climate Survey.

CDE Review of Campus Issues

Student-Initiated Democratic Education (SIDE) Program

Committee members discussed the proposal for a Student-Initiated Democratic Education (SIDE) Program and recommended that additional areas to be addressed before the proposal could garner CDE support.

UCSB Policy on Active Service Modified Duties for Parents of Twins or Triplets

In response to a memo from a department chair regarding leave for parents of newborn twins, members endorsed a proposal to revise a Red Binder policy regarding faculty family leave. The proposed change would allow one quarter of family leave per child in the case of multiple births.

Other Campus Items Reviewed by CDE

CDE reviewed the draft WASC Educational Effectiveness Review Report (EER), Special Topic Essay on Student Success. CDE members also received regular briefings from D. Lopez-Carr on the meetings of the systemwide UCAAD. CDE reviewed the proposed Revisions to APM Section IV, Salary Administration (APM - 600 Series)

Review of Systemwide UC Issues

Review of Systemwide "Rebenching Report"

The "Rebenching" Report was recently circulated to Committee on Diversity and Equity members for discussion and comment by email. Members viewed the results of the rebenching process as a very positive situation for the UCSB campus, and expressed the importance including diversity and equity aims in planning for the use of funds coming from rebenching.

Proposed UC Open Access Policy

In preparation for CDE's review of the proposed UC Open Access Policy, L. Monahan, Chair of UCSB Academic Senate Council on Research and Instructional Resources, and Sherri Barnes of the UCSB Library, were invited to give a presentation on open access.

Draft resolution drafted by the campus group working on the roll-out of the campus Social Climate Survey.

The 2011-12 CDE members gave input to the Campus Climate Survey that was proposed by the systemwide Committee on Campus Climate and Inclusion, and CDE recommended that a resolution be issued to gain

visibility for and encourage participation in the survey. The resolution was drafted by the systemwide committee that was working with an external consultant on preparing the survey and planning a campaign of awareness about the survey and its purpose and was a statement of support for the survey and encouraged all faculty, staff and students to participate. The resolution was forwarded to other UCSB Senate committees with a request from CDE to consider endorsing it, and the resolution was presented to the Faculty Legislature for endorsement. The survey was offered to all faculty, staff and students and asked about their experiences with incidences of hate or intolerance, and what their observations are about incidents are handled. The survey was planned in response to the California State Legislature's concerns about acts of hate and/or intolerance among underrepresented groups.

Pending Issues for CDE in 2013-2014

The issues of concern that were discussed by CDE and which are recommended for continued discussion by CDE over the next year (2013-14) are:

- APM210-1-D Contributions to Diversity and how it should be implemented. Members recognized that it will take some time before examples of faculty contributions that qualify under APM210-1-D are available. For now, the Committee on Academic Personnel will need to vet activities that are included in faculty bio-bibs, and that may provide further clarity on what activities qualify.
- The four topics in addition to the one above that are discussed under the Summary of CDE Activities section of this report.
- The effects of maternity leave on female faculty salary
- CDE members recommend inviting some of the directors of campus outreach programs to a CDE meeting to discuss how faculty can more readily learn about outreach topics, and explore why the faculty perception is that outreach services are non-existent or minimal. Ideas for better publicizing to faculty should be discussed.
- CDE recommends that the results of the Campus Climate Survey, once it is made available, be reviewed by CDE and discussed with representatives of the campus administration, the Office of Diversity and Equal Opportunity, the Campus Committee on Climate and Inclusion, and the Affirmative Action Office.
- CDE recommends a discussion with the Dean of the Education Department next year to talk about UCSB's coordination with local science, humanities and social sciences teachers. It seems from some faculty perspectives that there is a disconnect in getting UCSB's requirements coordinated with local schools. Underrepresented students are being left behind and not well prepared for UCSB.

Respectfully submitted,

Members, 2012-13

David Lopez-Carr, Chair, UCAAD Representative Geography
Susan Mazer, Vice Chair Ecology, Evolution and Marine Biology

Maribel Bueno Cachadina Mathematics, College of Creative Studies
Leila Carvalho Geography
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