

UNIVERSITY OF CALIFORNIA, ACADEMIC SENATE

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Assembly of the Academic Senate
Academic Council
1111 Franklin Street, 12th Floor
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February 28, 2008

**SYSTEM-WIDE SENATE COMMITTEE CHAIRS
DIVISIONAL SENATE CHAIRS**

RE: System-wide Senate Review of the Proposed Amendment to Senate Bylaw 140 – University Committee on Affirmative Action and Diversity

Dear System-wide Senate Committee and Divisional Senate Chairs:

On behalf of Chair Brown, the proposed amendment to [Senate Bylaw 140](#) is being forwarded for your review and comments. Specifically, the University Committee on Affirmative Action and Diversity (UCAAD) has requested a change in its name with “Equity” replacing “Affirmative Action”; and a change in its charge which reflects the proposed name change.

In order for the Academic Council to finalize its position during the 2007-08 academic year, we would very much appreciate **receiving responses from both Systemwide Senate Committees and Divisions by no later than May 1, 2008.**

As a reminder to System-wide Senate Committee Chairs, request for comments, are sent out to all System-wide Senate Chairs. Each Chair/committee may decide whether or not to opine. Please notify the Senate Office either directly by emailing me or through your Committee Analyst, if your committee chooses not to participate in this review.

Cordially,

A handwritten signature in cursive script, appearing to read "María Bertero-Barceló".

María Bertero-Barceló, Executive Director
Academic Senate

Encl: [1 \(Proposed Amendment to Senate Bylaw 140\)](#)

Copy: Academic Council Chair Michael T. Brown
Divisional Senate Directors
Academic Senate Committee Analysts

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UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY
Pauline Yahr, Chair
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February 11, 2008

**MICHAEL T. BROWN, CHAIR
ACADMEIC SENATE**

RE: Proposed Amendment to Senate By-Law 140 Affirmative Action and Diversity

Dear Michael,

The University Committee on Affirmative Action and Diversity (UCAAD) has discussed the retention of “Affirmative Action” in its name and charge. Members felt strongly that the term is dated, in disfavor, and inconsonant with both campus counterpart committees and administrative units. We believe amending the committee’s name and charge to replace “Affirmative Action” with “Equity” will resolve these concerns. Accordingly, please find enclosed for consideration by the Academic Council and subsequent systemwide review our proposed amendment.

Sincerely,

Pauline Yahr, Chair
UCAAD

Encl.

cc: UCAAD
María Bertero- Barceló, Executive Director, Systemwide Academic Senate

~~140.172.~~ Affirmative Action Equity and Diversity (Am 13 May 97)

- A. Membership shall be determined in accordance with Bylaw 128. One undergraduate and one graduate student shall sit with the Committee. [See [Bylaw 128.E.](#)] The Vice Chair shall be chosen in accordance with Bylaw 128.D.1. and 3. (Am 4 Jun 91; Am 28 May 03; Am 9 May 07)
- B. Duties. Consistent with Bylaw 40, the Committee shall: (Am 28 03)
 - 1. Confer with the President on general policies bearing on ~~affirmative action~~ **equity** and diversity for academic personnel, students, and academic programs. (Am 28 May 2003; Am 12 May 2004)
 - 2. Establish basic policy and procedures for coordinating the work of the Divisional Committees concerned with ~~affirmative action~~ **equity** and diversity. (Am 28 May 2003)
 - 3. Report annually to the Assembly the state of ~~affirmative action~~ **equity** and diversity in the University. This report shall include a review of the annual reports of the Divisional Committees on ~~Affirmative Action~~ **Equity** and Diversity (or equivalent committees). (Am 28 May 2003).
 - 4. Review the information on ~~affirmative action~~ **equity** and diversity provided by the campus and University administrations and report said findings to the Academic Council. The information shall consist of data and analyses of working conditions, salaries, advancement, and separation for women and ethnic minorities. (Am 28 May 2003)
 - 5. Undertake studies of policies and practices affecting ~~affirmative action~~ **equity** and diversity and make recommendations to appropriate University bodies. (Am 28 May 2003)