To be received and placed on file:

Actions undertaken by the Affirmative Action and Diversity Committee in 2005-2006 were the following:

1) The UCR AAD Committee requested representation on the Academic Senate Advisory Committee due to the fundamental importance of affirmative action and diversity-related issues to faculty, staff, and students in all facets of campus life. Representation was approved by the Advisory Committee and the Division at its February 21, 2006 meeting.

2) The UCR AAD Committee met with Associate Vice-Provost and Chancellor’s Special Assistant for Excellence and Diversity Yolanda Moses, and Associate Vice-Provost for Equity Marlene Zuk, to discuss diversity as it relates to faculty hiring and promotion practices. A request to the chancellor’s office was submitted seeking invitation of the Chair of UCR AAD Committee to participate in UC President Dynes’ Summit on Diversity, which was approved.

3) The AAD Committee met with the Chair of the Committee on Academic Personnel Professor John Ganim (Department of English) to discuss the implementation of approved changes to APM 210, 240, and 245 as they relate to the merit and promotion process for faculty, and standards of performance for chairs and deans. The Chair of CAP will be invited to a meeting of the AAD Committee in Fall 2006 to discuss further implementation of diversity-related APM changes at the beginning of the next academic year.

4) The Committee continued progress towards developing an exit interview instrument to conduct interviews with faculty who departed from the UCR campus 2000-2005 to determine if campus climate issues related to diversity or gender played a major role in their decision to leave the campus. This document was submitted to the Human Subjects Review Committee in May 2006. The interviews will be conducted in early summer or fall 2006 pending approval of the survey by the Board.

5) In May 2006 the Affirmative Action and Diversity Committee members voted to approve a name change for the Committee. The Committee endorsed a name change to UCR Academic Senate Committee on Diversity and Equal Opportunity.
6) In June 2006 the UCR AAD Committee reviewed and made recommendations for funding of Faculty Development Awards and the Regents' Faculty Fellowships and sent award recommendations to the EVC’s Office for final action.

J. E. Allison
L. Fernandez
C. W. Gailey
C. Y. Hayashi
J. M. McMullin
C. Aque, GSA Representative
T. Ngheim, ASUCR Representative
N. E. Beckage, Chair
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