To be received and placed on file:

Actions undertaken by the Committee on Diversity and Equal Opportunity in 2006-2007 were the following:

1) The Committee continued progress towards developing an exit interview instrument to conduct interviews with faculty who departed from the UCR campus 2001-2006 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. Revisions were made to the protocol by CODEO in response to comments of the Human Subjects Review Committee and the final draft was approved by the HSR Committee on March 13, 2007. The interviews will be conducted in Spring 2007.

2) Associate Vice-Provost and Chancellor's Special Assistant for Excellence and Diversity Yolanda Moses, and Associate Vice-Provost for Faculty Equity Marlene Zuk met with CODEO and made a presentation regarding how the Administration is implementing changes in response to the report from the UC President Dynes’ Task Force on Faculty Diversity as it relates to faculty hiring and promotion practices. The report of that Task Force and related materials were distributed to members of CODEO and placed on file in the Academic Senate Office.

3) The Chair of the Committee on Faculty Welfare Helen Henry met with the CODEO and presented a description of the issues and projects that the Committee on Welfare is presently dealing with both at UCR and systemwide that are of mutual interest to CODEO, including child care, family friendly personnel policies, salary compensation, and other issues. A short argument for the notion that compensation at UCR should reflect market rates was approved by the CODEO and forwarded to the Faculty Welfare Committee.

4) At the November 2006 Riverside Division Meeting the name change for the Committee of Affirmative Action and Diversity to the Committee on Diversity and Equal Opportunity was unanimously approved.
5) The Committee discussed Faculty Compensation Issues – UC Merit and Promotion System. The Committee members were unanimous in expressing their concern that the lack of salary equity for faculty across the UC system is eroding faculty morale and is likely to lead to the departure of more faculty from UCR until the inequities are compensated. Salary issues were a major focus of attention for the committee in 2006-2007.

6) The Committee on Diversity and Equal Opportunity expressed its concern to the Advisory Committee that the present make-up of the Committees selecting recipients of the Distinguished Research Lecturer, Distinguished Teaching, and Distinguished Service Awards has resulted in less than a desirable situation with respect to diversity in gender, ethnicity, and programmatic areas of scholarly research being represented among the awardees. The Committee on Diversity and Equal Opportunity submitted the proposal that the membership on these Award Committees be made up of half previous awardees and half from faculty from across campus appointed by the Committee on Committees.

7) The Committee on Diversity and Equal Opportunity voted to submit a request to the Advisory Committee to appoint a Vice-Chair of the CODEO committee. That bylaw change was amended and approved by the Advisory Committee on May 7, 2007 to allow any Academic Senate Committee the opportunity to appoint a Vice-Chair from among its members.

8) The Committee on Diversity and Equal Opportunity submitted a proposal to Vice-Provost of Academic Personnel Elizabeth Lord via Senate Chair Tom Cogswell that the Call should indicate that all candidates for merits and promotions should address how they have contributed to diversity in their Research, Teaching, and Service in those respective parts of their files.

J. E. Allison  
J. Halebian  
C. Y. Hayashi  
J. Levy  
J. M. McMullin  
M. Pianca  
B. Fierro, GSA Representative  
N. E. Beckage, Chair