To be received and placed on file:

The Committee on Diversity and Equal Opportunity (CODEO) met 9 times in 2009-2010. This committee had no chair for the Fall quarter hence the work described below was performed in the last 6 months.

Actions undertaken by the Committee on Diversity and Equality Opportunity were the following:

1. The Committee on Diversity and Equal Opportunity adopted by unanimous vote the Conflict of Interest Statement for 2009-2010.

2. It addressed issues posed by the University of California Affirmative Action Committee (UCAAD) and obtained answers from CAP related to the APM 210 revisions. CODEO requested that CAP include a formal reading and discussion of APM 210 at the beginning of each academic year. CAP responded that they already do that. We passed on this information to UCAAD. CODEO also requested the EVCP through the Chair of the Senate that the EVCP consider adding to the Service section of efile an area where candidates describe their activities to increase diversity on our campus. So far we have not had a response and will be following up on this issue in the coming month.

3. Yolanda Moses, Vice Provost for Conflict Resolution and the Special Assistant to the Chancellor for Excellence and Diversity and Gladys Brown, Assistant Vice Chancellor of Diversity, Excellence and Equity and Director, Office of Faculty and Staff and Marlene Zuk, Associate Vice Provost for Faculty Equity and Diversity addressed CODEO on the following topics:
   - Mentoring program for Faculty postdocs, graduate students and undergraduate students.
   - Current status on leadership of women and diverse groups of people on campus
   - Current efforts to bring diversity to the faculty and graduate students.

We learned that the progress on these issues has been slow. CODEO will continue to follow up next year.

4. The committee met and discussed the proposed changes in procedures for election of the UCR Division Senate Leadership Positions. CODEO by majority decided that the current system suits UCR better at the present time. However, they felt that the major change that needs to occur relates to the way we run the elections for Chair of the Senate. CODEO requested that appropriate changes to the bylaws be made to enhance the process of electing the Chair of the Senate. We will follow up on this issue next year.

5. CODEO evaluated both the Faculty Exit Survey and the Faculty Climate Survey and made suggestions for changes in both. The final Faculty Exit Report and the final Faculty Climate Survey Report were submitted to the Academic Senate in March 30, 2010.

6. CODEO was asked to respond to the UCR Strategic Planning Report. The committee agreed that the document read extremely smoothly and provided a good vision but in the opinion of the committee it is lacking in what the faculty would like to see, which is prioritization and planning for funds of those priorities. The committee responded to the following goals:
Goal #4 - The engaged University – Responding to Regional, State, National and Global Issues

UCR has a number of engagements with the community that are being very successful but the report proposed a number of others that are equally laudable and will further engage the University with the Community. A major comment the Committee had on this portion of the strategic plan is that no University funds should be used for this endeavor. The contribution of the University should be intellectual to help obtain external funds for the purpose. Such funds are available both from the Federal and State government and also from the private sector. The Committee agreed that the Community and UCR are different entities that should be working together toward common goals for the region, i.e., growth, sustainability and visibility. It was said that UCR should expand collaborations with outside entities and strengthen its position amongst community leaders and that this will require “shared decision-making”. Again, UCR and the community are not one entity. UCR should listen but we have different goals and aspirations albeit with a strong need to work together.

Goal #5 – Climate and Community – Healthy, Welcoming and Respectful

One aspect of strategic planning that deserves great attention is the climate on campus.
1). Investment in faculty and staff – The key to solving this situation is to infuse money to hire faculty and staff strategically. 2) Investment in Faculty retreats - Departments and other academic units must be provided funds to hold planning retreats. 3) Mentorship programs – This is another critical aspect. Faculty mentorship programs have been proven to be effective in generating a sense of belonging of new faculty and caring by the Institution. 4) University Club – Faculty are in agreement to bring back a centrally-located place on campus for the University Club. UCR is the only campus within the UC that does not have such a club or center for Faculty and Staff except for UC Merced. 5) Diversity and Leadership of women and diverse faculty – CODEO is concerned with the lack of progress toward a more diverse faculty and graduate student body. Moreover, there appears to be an erosion of the progress made by the previous Chancellor. 6) Potential administrative position – The climate situation is so critical that the Administration should seriously consider investing significant resources in this aspect of the strategic planning by either rearranging the current administration or by creating a new position. When this was done for undergraduate education we saw tremendous improvement.

The Riverside Division of the Committee on Diversity and Equal Opportunity was represented on the University-wide Committee on Affirmative Action and Diversity (UCAAD) by Linda Fernandez.

X. Chen
L. Fernandez
J. E. Garay
C.A. Machnamara
M.J. Orosco
D. Rodriguez
M. Martins-Green, Chair

Adam Boothy (GSA Rep)
Chelsie Stegemillar (ASUCR Rep)