The Committee on Diversity and Equal Opportunity (CODEO) has met five times so far and has at least two more meetings scheduled in 2010-2011.

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 2010-2011.

2. It addressed issues posed by the University of California Affirmative Action Committee (UCAAD)

3. The committee reviewed the Post-Employment Benefits proposal and determined it was a very complex issue that will not only impact faculty hiring and retention but will particularly affect our ability to attract and retain diversity. Having said that, if pressed to make a choice, we agreed to opt for Option C.

4. CODEO was asked to review two documents regarding the future of the University of California - one from the Academic Council to the UC Commission on the Future and the other was a Statement of Academic Senate Values and Recommendations from the UCLA Division. Committee members felt the UCLA document expressed the issues in a stronger, firmer and clearer way.

5. This committee was also asked to participate in a systemwide review of APM 010 and 015. The members strongly supported this action by UCAF and suggested some additional wording to APM 010.

6. The committee was asked to review the Report of the Senate Membership Task Force. Members agreed with and supported all of the recommendations and endorsed the request that UCR and the other campuses review the Senate membership titles, in particular, administrative titles to determine whether or not non-academic administrative positions are currently under academic administrative titles. There was further concern about the potential effect on diversity and equal opportunity if Senate membership became skewed with members who have no direct involvement with the academic, particularly the undergraduate, mission of the campus.

7. Graduate Division Dean Joe Childers, Yolanda Moses, Associate Vice Chancellor-Diversity, Excellence and Equity, and Gladys Brown, Assistant Vice Chancellor of Diversity, Excellence and Equity addressed CODEO on the following topics:
- graduate student diversity
- diversity of the faculty and administrators
- what the Affirmative Action Office does and identify ways CODEO can help enhance and further their goals

8. CODEO met with the Chancellor on the 3rd of May to discuss these issues and determine how the Senate can help further his agenda on diversity and equal opportunity. See attached summary in the form of a slide presentation. The chancellor was very receptive of our requests, showed genuine interest and promised to help on a few of the key requests we made.

9. Michael Orosco will serve as the Chair of CODEO next year and Manuela Martins-Green will serve as Vice-Chair of UCAAD 2011-12 and then chair 2012-13.

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 Manuela Martins-Green (chair of CODEO), who updated the committee members at each meeting as to the issues being discussed at the statewide level.

J. E. Garay  
S. Hafez  
C. Y. Hayashi  
C.A. Machnamara  
M.J. Orosco  
D. Jimenez (ASUCR Rep)  
R. Hunt (GSA Rep)  
M. Martins-Green, Chair
The Committee on Diversity and Equal Opportunity (CODEO) represents the Division on all matters of affirmative action and diversity in the employment of women and ethnic minorities at UCR.

8.6 Committee on Diversity and Equal Opportunity

8.6.1 This committee consists of seven members.

8.6.2 This committee represents the Division on all matters of affirmative action and diversity in the employment of women and ethnic minorities at UCR. It conducts continuous surveillance for evidence of discrimination in employment practices on this campus, and, at its discretion, makes recommendations for improvement in specific practices and general policy. It further serves as a liaison between individuals experiencing problems related to affirmative action at UCR and the Division, providing, at its discretion, advice and guidance when requested. (En 23 May 73)(Am 28 May 98)

8.6.3 This committee also represents the Division on all matters concerned with student affirmative action and diversity including efforts to monitor and to increase the number of students from underrepresented groups who enter undergraduate, graduate and professional programs. In this regard, the committee will promote efforts to support these students in the successful completion of their program. The committee may initiate studies and evaluations of the effects of administration and Faculty policies and practices on student affirmative action and diversity. Normally, the Chair of the divisional Committee on Diversity and Equal Opportunity will represent the Division on the University Committee on Affirmative Action and Diversity. (En 5 Feb 87)(Am 28 May 98)(Am 17 Feb 09)

Committee 2010-2011

Javier Garay
Sherine Hafez
Cheryl Hayashi
Colleen Macnamara
Manuela Martins-Green (Chair)
Michael Orosco
Richard Hunt (GSA representative)
Daisy Jimenez (ASUCR representative)

Michael Orosco will be the Chair next year
Manuela Martins-Green will be Vice-Chair of UCAAD

Issues of Concern

Diversity

Graduate Students
Faculty
Administration
Graduate Student Diversity

The Dean of the Graduate Division showed us data indicating that there has been a 4% increase in under-represented graduate students from 2000-2009.

He also told us that the student applications for diverse students are up but his concern is that this increase is not sustainable given the situation with funding.

In addition, CODEO requests:

- Establishment of a mentoring program for graduate students in general
- A counselor to whom graduate students can go with their difficulties
- The establishment of an endowment to increase graduate student diversity at UCR

Issues of Concern

Diversity

Graduate Students  Faculty  Administration

Faculty Diversity

Given that we have great diversity at the undergraduate level but that diversity is not matched at the faculty level, we discussed issues of faculty diversity with the Director of the Affirmative Action Program, Gladis Brown, and the Vice-Provost for Diversity, Yolanda Moses.

Faculty Diversity

The Director of the Affirmative Action Program at UCR informed us that:

- The UC affirmative action compliance and advancement of diversity responsibility rests with the UC President and is delegated to each of the Chancellors. In the current UCR structure, the Chancellor designates part of that responsibility to the EVC/P, who delegates it to the 17 principal chief administrative officers, who in turn delegate to academic administrators and unit managers within their respective areas.
Faculty Diversity

And that:

- APM-240 specifies that the Deans are to "ensure diversity of the faculty, students and staff, including maintaining an affirmative action recruitment and retention program".
- APM-245 states that Department Chairs (or Equivalent Officers) are "responsible for maintaining a departmental affirmative action program for faculty and staff personnel, consistent with University affirmative action policies". It also states that the chairs should report "annually on the department’s affirmative action program, including a description of good faith efforts undertaken to ensure equal opportunity in appointment, promotion, and merit activities, as well as report on affirmative action goals and results in accordance with campus policy."

We support the following requests from the Director of the Affirmative Action Program at UCR:

- Creation of a UCR Affirmative Action/Diversity Progress Report (AA/DP Report) as a tool to assist Department Chairs and other Unit Heads in meeting their obligations to APM 245.
- This Affirmative Action/Diversity Progress Report (AA/DP Report) should be submitted to the Chancellor/EVC&P annually through the Office of Faculty and Staff Affirmative Action and should be used in Annual Performance Evaluations for Department Chairs and other Unit heads.
- Those units meeting parity goals and diversity objectives should be recognized and rewarded through various means, including annual unit and individual recognition programs.

We support the following requests from the Vice-Provost for Diversity at UCR:

- Restore the 50% position of Associate Vice-Provost for Faculty Diversity (or Faculty Equity).
- Reinstate the Chancellor’s Post-Doctoral fellowship for underrepresented groups in the STEM fields.
- Create a special task force to look at ways that Women in the STEM fields can be encouraged (at the undergraduate and graduate levels).

CODEO requests that:

- It be determined why BHA faculty are staying at Associate Professor level far longer than all other groups.
- A Faculty Mentoring Program be established to be managed by the Associate Vice-Provost for Faculty Diversity. This program must include ways to determine effectiveness and success.
- Funds be provided for cluster hiring of women and diverse faculty to increase success.
- Consideration be given to include in the Bio Bib Form of the eFile a box for faculty to describe diversity efforts as part of teaching activities, professional activities, and service.
- Deans be held accountable for increasing faculty diversity
- Procedures to retain diverse faculty be established and/or augmented.

Issues of Concern

Diversity

Graduate Students
Faculty
Administration
Administration Diversity

Since 2002, administrators increased from 19 to 30 (>50% increase).
During the same period, women went from 4 to 8 and back to 4 again. However, in 2002, 4 women was 20%; in 2010, 4 women was 13%.
Thus, with >50% increase in administrators, the fraction of women went down by 1/3.
Similar % decreases are seen in all ethnic categories.

CODEO requests that:
- The procedures used when hiring high-level administrators be reexamined – especially for internal hires.
- A committee member for each search be identified as the member who will ensure that there is a diverse pool of applicants and that diversity is reflected in those being interviewed.
- Administrative committees have a member who is specifically chosen to ensure that issues of diversity and equity are priorities

In conclusion
It does appear that progress was being made in the mid 2000’s but that progress has largely disappeared especially at the administration level.
We understand that times are difficult to request that investments be made now on increasing the number of women and ethnically diverse faculty.
However, CODEO strongly requests that:
- All efforts be made during these difficult times to retain the diversity we currently have in the Faculty and
- Diversity be increased in the administration via appropriate internal hires

Thank you for listening