To be received and placed on file:

The Committee on Diversity and Equal Opportunity (CODEO) met once during Academic Year 2012-2013.

Actions undertaken by the Committee were the following:

1. CODEO reviewed the Recommendations of the Rebenching Budget Committee and applauded the portion of the report that emphasized greater transparency in the statewide budget process. The Committee contended that the report will assist in maintaining and improving the recruitment and retention of a diverse campus community at the University of California, Riverside.

2. CODEO reviewed and had no objections to the Proposed Policy to Expand Open Access to Research Publications at the University of California. The Committee contended that open access to research will benefit our University and, through the expedited exchange of data, enhance the presentation of diverse points of view. However, the Committee did recommend that the “opt out” feature be made easily available for faculty members.

3. CODEO reviewed the Report from the Taskforce on the Negotiated Salary Plan and readdressed concerns in regards to the impact of the plan on recruitment and retention of diverse faculty. The Committee requested data from the pilot program when available be shared, so that the issue can be reexamined.

4. CODEO reviewed the Academic Personnel Policy (APM) Section 015, the Faculty Code of Conduct and opined that the decision to leave the policy intact represents a reasonable compromise between the intentions of President Yudof and the General Counsel and concerns voiced by faculty members. The Committee recommended that the matter be revisited in coming years if conditions change.

5. CODEO reviewed the UC Undergraduate Financial Aid Policy and contended that while the document provides a useful review of undergraduate financial aid in the UC system, the impact of financial aid options must also be addressed and assessed for each individual campus as campuses with disparate lower income and higher income students could be subject to advantages or disadvantages in overall funding. As a result, socio-economic access to higher education would be modified. The Committee unanimously endorsed Option A as they contend it will have the most substantial impact on ensuring accessibility to lower income students.

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 the Chair
of CODEO, Byron Adams, who updated the Committee members of the issues being discussed at the statewide level.

Byron Adams, Chair
Akua Asabea Asa-Awuku
Mei-chu Chang
Pingyun Feng
Cheryl Hayashi
Sherryl Vint
Zhenbiao Yang
Spencer Castrellon, (ASUCR representative)
Daniel De La Rosa, (GSA representative)