To be received and placed on file:

During the 1997-98 academic year, the Committee on Affirmative Action met five times.

The Committee focused its attention on a series of tasks associated with the impact of Proposition 209, upheld by the US 9th Circuit Court of Appeals, and UC Regents’ resolutions SP-1 and SP-2. The following actions were taken:

The Committee proposed to change its name to Committee on Affirmative Action and Diversity to reflect not only the University’s continuing commitment to federally-mandated Affirmative action faculty hiring, but the Regents’ statements about the importance of faculty, student, and staff diversity in the UC system.

The Committee determined the need to prepare explanatory materials for distribution to all academic departments summarizing current documents pertinent to affirmative action issued by the UCAAD and the Office of the President, and available statistical information on hiring, promotion, and retention of women and minority faculty at UCR. The Committee identified misinformation and dis-information in the campus community regarding the applicability of Affirmative Action and Diversity policies in particular concerning faculty hiring practices. In this regard the Committee is following recommendations proposed in the UCOP Report: “Recruitment and Retention of Minority and Women Faculty: Post Proposition 209 Strategies” (May 9, 1997) and the UCAAD Response to that report (May 1, 1998). The Committee is currently reviewing materials for this purpose.

The Committee initiated case studies in order to generate more knowledge concerning faculty hiring, promotion, and retention at UCR. In this regard the Committee is following recommendations proposed in the UCOP Report “Recruitment and Retention of Minority and Women Faculty: Post Proposition 209 Strategies” (May 9, 1997) and the UCAAD Response to that report (May 1, 1998).

The current members of the UCR Committee on Affirmative Action (and Diversity) recommend that future members continue these actions as well as undertake other initiatives suggested by the UCOP, the UCAAD, and UCR faculty, students, and members of the administration in order to contribute to the development of effective strategies for increasing faculty diversity.

J. N. Bailey-Serres
N. Beckage
P. Chatterjee
A. Khan
A. Kposowa
E. Nasreddin-Longo
J. Orosco, GSA Representative
M. Savigliano, Chair