

Committee on the Status of Women and Ethnic Minorities  
2003-2004 Annual Report

In the previous year, SWEM initiated a dialog with the administration by sending a letter to the Chancellor entitled "Modifying the Search Process to Increase Diversity on the Faculty". In September 2003, we received a response to this letter, authored by the Associate Vice Provost for Faculty Equity (AVPFE) and the Chancellor. Our reaction to this response was generally positive, but there were some issues that we felt were not fully addressed by it. SWEM composed a further letter in return, completing it in early spring of 2004. This letter then went to the Divisional Council (DIVCO) for commentary on January 28, 2003. DIVCO had extensive discussion on it, and sent SWEM comments, which we then incorporated. This final letter was sent to the Chancellor on April 24, 2004, with a short cover letter from DIVCO. In essence, SWEM asked for more active engagement of Search Committee Chairs; more careful monitoring of problematic searches; the setting of goals by the campus to fully utilize availability pools in faculty hiring; and, accountability to these goals (with the necessary monitoring) by all agents who approve hiring. We also asked that the AVPFE report to SWEM on problems that arise related to diversity in hiring, and offered our possible assistance in helping to resolve them. We did in fact receive a couple of such reports at the end of the year, and intend to follow their ultimate resolution this year.

SWEM was asked to comment on, and endorsed, a change to the APM suggested by the systemwide UCAAD to allow recognition in the review process of individual faculty efforts to improve the diversity of the University. The Chair of SWEM presented this to DIVCO, which endorsed the UCB position of support on the Academic Council. The new provisions were ultimately adopted by the Academic Council, and have now become part of the APM. SWEM discussed the need to disseminate this news, so that faculty are not afraid to take credit for their service work in the future. SWEM also offered comments on the systemwide draft "Report of the Graduate and Professional School Admissions Task Force report. We found it lacking in its attention to diversity issues, and were gratified that the final version of the report corrected this somewhat.

We held detailed discussions on the sad current state of the SWEM website, the lack of a faculty diversity website with excellent data and information (such as that at UCLA), and the lack of a "Diversity Button" on the Berkeley Home Page. Detailed outlines for what should appear on our website, and its overlap with the AVPFE website were produced, but no actual action was initiated. This issue is therefore a strong one for the coming year.

We re-visited a document that SWEM had authored some years previous, a guide to "Advancement and Promotion of Junior Faculty at UC Berkeley". The document was brought into alignment with policy changes that have taken place in the intervening years, and extensively edited to modernize its language and utilize our further understanding of possible problems with this issue. A survey of its usage was conducted fairly recently, but we hope to see it featured more prominently as new faculty are welcomed, and then remind them of it as they advance (the website is one such place to do that). The final edits were not approved by the end of the year, but it is expected that this exercise will be completed early in the new academic year.

Other business included a report from the AVPFE on the "climate survey" of faculty that she conducted (with advice from SWEM). A number of interesting issues were raised by it, which should be pursued in the future.

The AVPFE and Chair of SWEM were appointed in the spring to be co-chairs of a joint Chancellor/Academic Senate Diversity Committee as part of the administration's Campus Community effort. They made a joint presentation at a spring Faculty Forum on Diversity held by the Senate as the kick-off of a year of activities. They have requested advice from SWEM several times on the plans of the committee, and it is expected that they will continue to do so this year.

As one effect of the self-study exercise conducted the previous year, SWEM proposed a by-law to change to formally designate a vice chair position. The proposal was misplaced somewhere in the Senate offices, and will be re-introduced in 2004-2005. Alice Agogino agreed to be the informal Vice-Chair, but then was tapped as Vice-Chair for the Academic Senate. Chris Rosen agreed to replace her, but will be on sabbatical the following year. The question of continuity in leadership is still to be resolved, as the current Chair has been on the committee for a number of years.

Gibor Basri, Chair  
SWEM