

2004-2005 Annual Report
Committee on the Status of Women & Ethnic Minorities

In fulfilling its charge as established in the by-laws of the Berkeley Division of the Academic Senate, the Committee on the Status of Women & Ethnic Minorities (SWEM) carried out the following activities.

The Committee completed its revision of the “Advancement and Promotion of Junior Faculty at UC Berkeley.” The document was brought into alignment with recent academic personnel policy changes, and its language modernized to reflect current practice. Commonly referred to as the “Tenure Guide,” SWEM intends that it be widely available. To this end, new faculty will receive a copy by mail and at the new orientation meeting. The revised version was posted to the SWEM website.

The Divisional Council approved the by laws change to make the vice chair an official committee position.

The website was updated, linking SWEM to a variety of related resources.

SWEM commented on:

- Promoting Academic Achievement and Opportunity at Berkeley
- Report of the Task Force on Graduate and Professional School Admissions

The committee formulated a follow-up letter to the Chancellor in regard to its recommendations on the search process contained in a letter SWEM sent to the Chancellor in spring 2004. The letter will be sent in early Fall semester 2005. The recommendations include: providing visible support for FTE allocations that further campus goals of increasing diversity in faculty hire; specific strategies that facilitate departments achieving desired recruiting outcomes; giving the AVP-FEO authority to monitor departments whose efforts in recruiting and hiring are problematic; permit more flexibility in setting FTE allocations; broaden the scope of the research enterprise into new areas of inquiry, incorporate these into department strategic plans, and include multicultural, non-traditional research pursuits into future “new initiatives” proposals.

To adequately and independently monitor searches, identify problems, and analyze trends in the hiring process, SWEM will support the FEO in its efforts to secure the funding necessary to install a more efficient data collection system within HRMS or the FEO. This will furnish both the Senate and the administration with more timely and comprehensive information, and will help to insure campus compliance with applicable laws and regulations.

Chair Basri, along with AVP for Faculty Equity AVP-FEO), and SWEM member, Professor Angy Stacy, co-chaired the Chancellor’s Diversity Committee. Much of the work of this campuswide group is synergistic with SWEM’s overall objectives.

SWEM is represented on the campus Steering Committee developing and overseeing criteria for future new initiative proposals.

As a tool for greater accountability, the committee discussed encouraging departments to reactivate the position of Affirmative Action Officer (AAO), with sufficient authority. This item will be carried forward into 2005-06.

The BIR Chair met with SWEM members to lay the groundwork for a collaborative effort to achieve campus diversity goals in faculty hiring and retention. In the coming year the two committees will develop a formal proposal to the administration to permit the OFE to consult the BIR in the event of a problematic search or retention issue.

The two committees also agreed that SWEM would request information from OFE on the previous year's searches. SWEM will analyze results and forward conclusions in a letter to BIR in January of each year to inform the Budget committee's recommendations for the forthcoming year's FTE allocation.

Gibor Basri, Chair
SWEM