

2005-2006 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.

One of the committee's major accomplishments this year was to become involved formally in department review. SWEM participates as a member of the Program Review Oversight Committee (PROC), a joint administration/Senate committee. SWEM's role in this process represents an aspect of its charge to strengthen department efforts to foster opportunities for underrepresented faculty, and to further the institutional goal of excellence. In this regard, SWEM focuses on department efforts to achieve diversity through recruitment and retention efforts, for example. This year SWEM participated in the reviews of the following departments: African-American Studies; English; Industrial Engineering & Operations Research; Sociology; and, Theater, Dance & Performance Studies. SWEM also added its comments to other Senate committees on the "*Guide for the review of existing instructional programs/units.*" It became clear that SWEM needs to develop new procedures (and gain more members) to effectively deal with this new, important, and ongoing function. Such reviews go to the heart of SWEM's mission, and provide it an important avenue for input at the departmental level, where it is most needed.

The Chair of the Senior Advisory Group on Diversity (on which the Chair of SWEM also served) met with the committee to report its progress on developing an organizational model for a new Vice Chancellor position for diversity. SWEM weighed in on which model would be most effective. Subsequently, when the draft job description for the position of Vice Chancellor-Equity & Inclusion (VC-E&I) was circulated, the committee sent a letter to the Chancellor, through the Divisional Council, proposing some changes to ensure that the VC-E&I will have the express authority necessary to effectively discharge his or her responsibilities.

The SWEM Chair served as co-chair of the Diversity Project Coordinating Committee, which is involved in several activities including developing criteria for a new research initiative that would support innovative and cross-disciplinary scholarship on issues relating to diversity. The Chair also served on the BDRI Steering Committee, which implemented the recommendations of the DPCC to establish the Berkeley Diversity Research Initiative. New faculty appointments will be part of this process, but it will also help in supporting faculty currently on campus who are interested in

or now are pursuing research in less traditional fields. The process moved forward, proposals were solicited and vetted, a Blue Ribbon External Committee made final recommendations, and these were forwarded to the Chancellor for action. SWEM will continue to be involved in these initiatives as they continue to evolve.

Representing SWEM on the systemwide University Committee on Affirmative Action & Diversity (UCAAD), the Chair also served as Vice Chair of that committee. This year, the UCAAD developed a statement on diversity that was endorsed by SWEM (along with its counterparts on other UC campuses), approved by the Academic Council and, in May, adopted by the Academic Assembly and forwarded to President Dynes. The statement explicitly affirms the University of California's commitment to diversity as part of its mission.

The committee moved forward in reactivating the position of Affirmative Action Officer (AAO) in each department. SWEM will be working with the Graduate Division Task Force and the Graduate Council Chair to organize a joint workshop for faculty and graduate student representatives in the Fall of 2006. It is anticipated that the role of an AAO would be strengthened with a specific set of responsibilities and be invested with some authority. Work on this activity will continue in 2006-07.

SWEM supported changes to the Academic Personnel Manual that now permit faculty engaged in diversity-related activities to include such scholarship, teaching, or service in tenure and promotion cases. The committee discussed strategies for publicizing the changes to faculty, and possibly developing a "template" for faculty to use when preparing a case. This is an item that SWEM will continue to work on in 2006-07. In particular, the AAOs would be in an ideal place to ensure that the changes are implemented in each department in whatever way best suits that unit.

In 2004-05, SWEM met with the Budget Committee (BIR) Chair to discuss mechanisms by which the two committees could collaborate on issues of mutual concern in regard to problematic searches. This year, the SWEM and BIR Chair met with the Senate Chair, and agreed on a process. SWEM will secure data on the searches conducted in the past fiscal year, the committee will analyze the data and, noting any anomalies or problems, will forward its analysis to BIR. It is possible that an alternative path will be chosen once the VC-E&I is in place.