

Committee on the Status of Women & Ethnic Minorities
2006-07 Annual Report

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.

SWEM participated in several academic departmental reviews this year. Chair Conkey met with VP-Academic Planning and Facilities staff to strengthen aspects of the process that would provide the committee with useful information in the reports generated by these reviews, and to contribute more incisive and meaningful recommendations

The committee participated in the following reviews:

African-American Studies
Education
Geography
History of Art
School of Information
School of Journalism
Mathematics
Music
Philosophy
Political Science
Statistics

SWEM and the Graduate Council co-sponsored the the first in a series of workshops to begin training Equity Officers (EO) who will serve as their department resource for and monitoring of diversity-related activities, such as searches, and adherence to campus and University policies. This workshop, and those to follow, will continue to provide EOs with tools and strategies to integrate diversity into all aspects of a department's culture.

The committee commented on the following proposals:

“Synopsis of the present status of UC merit and promotion principles of and policy recommendations for UC faculty compensation

Proposed modification to APM 220-18b(4).”

Service Guidelines for merit and promotion review cases

The committee invited the 2007-08 Faculty Research Lecture Chair Judith Butler to consider how the FRL can expand the pool of nominations, and broaden the concept of research to encompass new and non-traditional fields.

SWEM members served on the following campus committees:

University Athletics Board
Academic Personnel Streamlining Processes and Procedures
Berkeley Diversity Research Initiative steering committee

Chair Conkey consulted with the search firm hired by the campus to assist in recruiting the new position of VC for Inclusion and Diversity.