

## Committee on the Status of Women & Ethnic Minorities

2008-09 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.

### ***The committee participated in the following departmental program reviews:***

Agriculture and Resource Economics; Anthropology; Art Practice; Comparative Literature; Helen Wills Neuroscience Institute; Materials Science and Engineering; Near Eastern Studies; and, Rhetoric

### ***Other actions involving program reviews:***

VP Koshland agreed to a SWEM proposal to engage in a process for mid-cycle follow-up of departments identified in their program review as having some equity or inclusion issue(s). SWEM will include a statement in its review memo to DIVCO flagging a department if it has particular concerns.

Subsequently, if DIVCO includes the SWEM request in its report to VP Koshland, the culminating letter will request that the department consult SWEM, among others, in its efforts to address the situation identified and, specifically, that the department report to SWEM on its progress four years after the program review.

### ***Commented on:***

- the Chancellor's Vision Statement on Access and Excellence
- a proposal from the Senate Student Diversity and Academic Development Committee to establish a student and staff diversity award

### ***The Committee invited several guests to discuss issues of mutual concern:***

- Vice Chancellor Equity & Inclusion Gibor Basri
- Senate Chair Mary Firestone
- Budget Committee Chair Christopher McKee and incoming Chair David Lieberman
- Professor Nick Jewell updated the committee on the pay equity survey that was underway when he left UCOP
- Professor William Drummond

Professor Drummond has conducted some research among under-represented minority (URM) and women faculty in regard to "cultural taxation," the concept that under-represented minorities and women are asked to shoulder more service commitments without credit or recognition in tenure, merit, or promotion cases.

- Professor Alice Agogino furnished an update on the King Abdullah University of Science and Technology (KAUST) program, to which the committee had given qualified endorsement last year.

### ***Other activities:***

The Divisional Council endorsed the questions proposed by SWEM be included in the new electronic bio-bib form to prompt faculty to furnish information about their APM 210 activities

Over the summer, SWEM will begin working jointly with VC Basri, VP Zedeck, AVC O'Rourke, and AVP Stacy on a post-tenure faculty guide.

Professor Conkey continued to represent UCB on the UCAAD

*Gary Sposito, Chair  
and 2007-08 members*

*Paola Bacchetta*

*Cindy Cox*

*Laura Kray*

*Christine Rosen*

*Pheng Cheah*

*Ori Ganor*

*Nicholas Paige*

*Emanuel Saez*

*Meg Conkey*

*Katherine Hammond*

*Karl Pister*

*Richard Walker*

*Bin Yu*