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Division Chair Priorities Berkeley Division of the Academic Senate 2024-25 AY

The 2021 Faculty Leadership Academy (FLA) Report, [Impact through Inclusion: A Future for Self-Governance](#), aimed to answer the following question: “How can the Berkeley Division of the Academic Senate evolve in form and function to best serve UC Berkeley and its faculty today and in the future?” They conducted a survey spring 2021 and received 453 responses: “gender (37% of survey respondents were women vs. 34% of Berkeley faculty), race/ethnicity (race = white: 65% in the survey vs. 70% of Berkeley faculty), and professor rank (Full Professor Rank: 65% in the survey vs. 61% on campus; Associate Professor: 24% vs. 22%, respectively). Assistant Professors were somewhat underrepresented in the survey (11% vs. 17% at Berkeley as a whole).”¹ Online survey response rates generally average between 25-44%.^{2,3}

“Survey questions explored faculty’s knowledge about and participation in the Academic Senate, their sense of belonging and commitment to the Academic Senate as an institution, potential barriers and solutions for increasing faculty involvement in Academic Senate service, and the nature and quality of faculty’s past and/or current experiences serving on Academic Senate committees.”¹

Four key challenge areas emerged: 1) making the Academic Senate more visible and transparent to all, 2) the need to improve strategic planning and effective processing (avoid being a debate club), 3) need for more incentives for Senate service, and 4) need to improve diversity, especially on powerful committees in terms of impact on important outcomes.

The 2023-24 academic year marked 60 years of the Berkeley Division of the Academic Senate. In those 60 years (and of 46 [Division Chairs](#)), there have been 2 people of color (4%) serving in the role of VC/Chair. The first person of color served from 2006-2008. The 2nd person of color served from 2017-2018. Women, overall, have done much better. During the first 20 years of the Senate, women represented 17% of Senate Chairs and in the last 20 years, they were up to 47% (50% in the last 10 years). Faculty

¹ Impact through Inclusion: A Future for Self-Governance FLA 2021 Academic Senate Study and Recommendations Final Report

² Wa’ed Shiyab, Caleb Ferguson, Kaye Rolls, Elizabeth Halcomb, Solutions to address low response rates in online surveys, *European Journal of Cardiovascular Nursing*, Volume 22, Issue 4, May 2023, Pages 441–444, <https://doi.org/10.1093/eurjcn/zvad030>

³ Menon V, Muraleedharan A. Internet-based surveys: relevance, methodological considerations and troubleshooting strategies. *Gen Psychiatr.* 2020 Aug 1;33(5):e100264. doi: 10.1136/gpsych-2020-100264. ANJ/9.13.24

of color represented 0% of Academic Senate Chairs for the first 40 years. In the last 20 years, faculty of color represented 10% of Senate Chairs (1 in each decade), which is lower than where women started over 40 years ago. Although faculty of color are extremely talented leaders and have served in many leadership positions on campus (associate deans, department chairs, ORU directors, program heads, and more), there is a paucity of faculty of color serving on Senate committees. Service in the Senate is one important criterion for being selected to serve as Vice Chair and subsequently Chair.

The Academic Senate will be working as hard as we can to address the many challenges facing our campus – changing landscape of graduate education, responsible use of generative AI in the classroom, financial pressures that force the administration to make difficult trade-offs, how to come together as a community in the face of the many global conflicts that leave none of us untouched, and more. Additionally, the FLA report and the demographic history of Academic Senate Chairs on the Berkeley campus helped inform a proactive agenda for the Berkeley Division for the 2024-25 AY. In addition, after reading the report, I spent much of last year talking with faculty on campus and trying to encourage campus-level Senate service, including among faculty of color. Those discussions aligned with the findings of the FLA report and elevated the importance of each of the agenda items outlined below. Change will not happen overnight. ***We are starting a journey that I hope will lead to lasting change in the 4 areas identified below. This journey will not start and end with the 2024-25 AY. However, I hope that we are able to make some measurable progress in each area, laying a foundation for change in the years to come. To this end, I would like to ask each committee chair to please read the FLA report linked above and consider how you can support the agenda items below in your own committees. Additionally, each committee chair is asked to submit a list of objectives, strategies, and expected outcomes for the 2024-25 AY (including, but not limited to, the areas identified below), in order to focus on the most effective work for the committees for this AY. Please send your submission to aschair@berkeley.edu by 5:00pm on Friday November 1, 2024:***

1. Increase awareness of the Academic Senate and its role in shared governance (*i.e.*, “*the concept that faculty should share in the responsibility for guiding the operation and management of the university*”⁴)
2. Improve the actual and perceived effectiveness of the Berkeley Division of the Academic Senate
3. Improve the diversity of the pipeline into Academic Senate leadership
4. Be responsive to the interests of Senate faculty on the Berkeley campus

⁴ John Aubrey Douglass. Creating a Great Public University: The history and influence of shared governance at the University of California. Research and Occasional Paper Series: CSHE.4.2023. October 2023.
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