Office of the Secretary and Chief of Staff

TO MEMBERS OF THE COMMITTEE ON EDUCATIONAL POLICY:

ACTION ITEM

For the Meeting of September 19, 2007

OVERVIEW REPORT OF THE STUDY GROUP ON UNIVERSITY DIVERSITY

On behalf of the full membership of the Study Group on University Diversity, Co-Chairs Regent Parsky and Provost Hume will present an overview of the Study Group’s findings.

Regent Parsky recommends that the Committee on Educational Policy recommend that The Regents adopt three core recommendations:

Finding/Recommendation #1

Diversity among students, faculty, and staff, and campus climates that support this diversity, are critical to the mission and continued excellence of the University of California. The importance of diversity to our University is very well expressed in the Academic Senate’s Diversity Statement, which reads in part, “the diversity of the people of California has been the source of innovative ideas and creative accomplishments throughout the state’s history…[and is] a defining feature of California’s past, present, and future…Because the core mission of the University…is to serve the interests of the State of California, it must seek to achieve diversity among its student bodies and…its employees.” (Full text of statement attached.)

Recommendation: The Regents of the University of California should adopt as Regents Policy the University of California Diversity Statement adopted by the Assembly of the Academic Senate in May 2006 and endorsed by the President in June 2006.

Finding/Recommendation #2

In reviewing data and research regarding the current status of diversity at the University of California, the Study Group found that—while there are many pockets of success and innovation in seeking and supporting diversity—overall, the University has not made sufficient progress in this area and needs to focus greater and sustained attention.

Recommendation: The Regents of the University of California should affirm the finding of the Study Group on University Diversity that change is needed to achieve a level of
diversity among students, faculty, and staff appropriate to our mission, as well as a
cclimate on each of our campuses that is open and inclusive of individuals from all
backgrounds. The reports of the Study Group’s work teams provide direction for this
change.

Finding/Recommendation #3

Clear, consistent, and regularly-produced data are necessary to “shine a light” on the
University’s successes, as well as its weaknesses, with regard to increasing and
supporting diversity and to hold University leaders accountable for progress in this area.

Recommendation: The Regents of the University of California should require the
President of the University, as a fundamental component of his or her responsibilities, to
report annually to The Regents on the status of diversity at the University. This report
should include consistent and clear metrics of diversity among students, faculty, and
staff. It should (1) identify trends, including areas of progress or concern; (2) allow for
meaningful comparisons among campuses and, where appropriate, among academic
fields; and, (3) include appropriate contextual data that illuminate University
performance (for example, demographic trends among California public high school
graduates provide context for evaluating trends in the enrollment of new
undergraduates). In addition, while issues of campus climate are not easily tracked
using statistical data, the report should address climate issues each year—for example,
by reporting the results of new surveys or qualitative research performed for the system
as a whole or for individual campuses.

BACKGROUND

At the July 2006 meeting, the Committee on Educational Policy discussed the proposal by
Regents Ledesma and Ruiz that the Office of the President be asked to undertake a holistic study
of the long-term impact of Proposition 209 on the University’s ability to serve the State and
fulfill its mission as the leading public university in one of the nation’s most diverse states. The
Regents agreed on the need for a study of actions the University can take to increase diversity in
undergraduate and graduate enrollment and faculty hiring and to foster a climate on every UC
campus that is welcoming and inclusive. To address this need, President Dynes and then-Chair
of The Regents Parsky appointed a Study Group on University Diversity. Regent Parsky and
Provost Hume co-chaired this group and Regent Kozberg served as its Vice Chair.

The members of the Study Group, as well as four separate work teams formed to examine
different aspects of the issue in greater detail, have met frequently over the past nine months.
The full Study Group is now issuing its overview report, the recommendations of which the
Board is asked to adopt. The reports of the individual work teams, which include additional
findings and recommendations, will be released by the end of September. Recommendations
from those reports, which are consistent with the overview report, will provide important and
valued guidance to the President, the chancellors, and the Academic Senate as they seek the
change the Study Group has identified as necessary throughout the University. Information on
progress toward implementation of these recommendations should be included in the President’s Annual Report on University Diversity (see recommendation #3, above).

(Diversity Statement   Diversity Report)