

Affirmative Action Advisory Committee Report

Submitted by Ron Caffey

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The AAAC has met on November 14 and December 12, 2005.

The November 14 meeting primarily served as an orientation for new members. The committee members introduced themselves and the chairperson briefed us on the function of the committee. Afterwards, we discussed the Sexual Harassment & Discrimination Complaint Procedures that were reviewed and drafted by the last AAAC. Dr. Bryson recommended that the last AAAC should continue working on this project, instead of carrying it forward. We learned that the Office of Civil Rights refused the policy because they did not approve of the time frames for investigation. As for new business, the committee discussed the tenure & promotion process and the subjectivity of journal ratings. In addition, we discussed the decline in ethnic minority representation within the ranks of civil service employees. Several suggestions were made that Dr. Bryson agreed to share with the Chancellor's Office.

On December 12, the committee revisited the discussion about the Sexual Harassment & Discrimination Complaint Procedures. We learned from Dr. Bryson that the 4th draft of the document was still under review by the Office of Civil Rights. The group also continued its discussion about the decline in minority representation within the ranks of Civil Service and the campus climate with regard to support for affirmative action. The group agreed that establishing new policies is pointless if faculty & staff are not willing to execute them. Moreover, the group agreed that increasing dialogue and interaction between minorities and non-minorities would facilitate the elimination of barriers to increasing minority access to higher education on this campus. The group defined increasing access broadly, including: the hiring of minority faculty, A/P staff, and civil service employees; undergraduate and graduate recruitment; university grants and contracts. From this discussion, the AAAC received its current charge of developing a strategy for creating a more inclusive environment on this campus. The group agreed to bring suggestions to the next meeting for a brainstorming session.