
SENATE COMMITTEE ON EDUCATION

Senator Benjamin Allen, Chair

2017 - 2018 Regular

Bill No: AB 847 **Hearing Date:** June 7, 2017
Author: Bocanegra
Version: May 30, 2017
Urgency: No **Fiscal:** Yes
Consultant: Olgalilia Ramirez

Subject: Academic senates: membership

SUMMARY

Requires the local academic senate of a campus of the California State University (CSU) or of a California Community College (CCC) and requests a campus of the University of California (UC) to publicly disclose the composition of its membership including race/ethnicity and gender distribution.

BACKGROUND

Existing law:

- 1) Provides that statutes related to UC (and most other aspects of the governance and operation of UC) are applicable only to the extent that the UC Regents make such provisions applicable. (Education Code (EC) § 67400)
- 2) Confers upon the CSU Trustees the powers, duties, and functions with respect to the management, administration, and control of the CSU system. (EC § 66606.)
- 3) Requires the Board of Governors of the CCC to establish standards requiring governing procedures established by community college district boards to, in part, ensure the right of academic senates to assume primary responsibility for making recommendations in the areas of curriculum and academic standards. (EC § 70901(b)(1)(E).)

ANALYSIS

This bill requires the local academic senate of a campus of the CSU or of a CCC and requests a campus of the UC to publicly disclose the composition of its membership. Specifically, it:

- 1) Requires the local academic senate of a campus of the CSU or of the CCC and requests a campus of the UC to post its membership roster on its Internet Web site or Internet Web page.
- 2) Requires the local academic senate of a campus of the CSU or of a campus of the CCC and request a campus of the UC to make demographic data on the gender and race or ethnicity of its members available to the public upon request.

- 3) Provides that the local Academic Senate may consult with its respective campuses for purposes of complying with public request for demographic data information.
- 4) Specifies that for the purposes of this bill, “gender, “race,” and ethnicity” have the same meanings as for purposes of the United States Department of Education’s National Center for Education Statistics’ Integrated Postsecondary Education Data System.

STAFF COMMENTS

- 1) ***Need for the bill.*** Academic Senates are governing bodies at universities and colleges whose members are appointed by their respective campuses and carry out shared governance responsibilities on campuses. According to the Campaign for College Opportunity, “California currently lacks the basic information necessary to draw a complete picture of faculty and leadership diversity across higher education campuses and systems. While data on the diversity of faculty and college presidents is readily available, little information is available on the diversity of faculty academic senates that have substantial influence over curriculum development, admission policies, state policy implementation, and faculty hiring. Additionally, Academic Senates at individual colleges across the state’s higher education systems differ in what they share publicly about their membership on their websites. Some colleges provide partial rosters, some have outdated rosters, and others don’t provide their membership roster at all.” The author is concerned that information regarding the composition of Academic Senates at publicly funded institutions is not accessible to the public.

This bill seeks to increase transparency of and access to the Academic Senate membership at each public postsecondary institution by making demographic data on gender, race or ethnicity available to the public and posting roster information on designated websites.

- 2) ***Related budget activity.*** The 2016 Budget Act included one-time funding to all three segments, California Community Colleges (CCC), California State University (CSU) and University of California (UC) to support equal employment opportunity practices. It also required each segment to submit to the Director of Finance and Legislature a report that includes the number of ladder-rank faculty, disaggregated by race, ethnicity and gender, and a description of the specific uses of these funds to support equal employment opportunity in faculty employment, including any system wide training, monitoring and compliance. Reports issued by the three segments include the following:

- ***University of California (UC):***
 - Description of use of funds. Three pilot colleges/schools to receive funds of which include, the College of Agricultural and Environmental Science at UC, Davis, the Bourns College of Engineering at UC Riverside, and the Jacobs School of Engineering at UC San Diego. These campuses were selected based on, need to make progress in faculty diversity, have demonstrated a

commitment to improve faculty diversity and have the capacity to develop practices that can be adopted more broadly with sufficient future funding. Each program developed strategies for improving faculty diversity. For example, one site established a faculty diversity oversight committee to coordinate intensified outreach efforts and mentoring committees for new faculty. Another program plans to target potential engineering faculty earlier in their careers by offering new faculty members funding for a year of post-doctoral research as well as additional early –career professional development. UC plans to identify best practices that could be expanded in the coming years.

- Number of UC Ladder-rank Faculty, Disaggregated by Race/Ethnicity and Gender:

TABLE 1
Ladder Rank Faculty and Equivalent; Headcounts by Race/Ethnicity and Citizenship
Universitywide - October 2015

Race/Ethnicity/Citizenship	Headcount	%
Black/African American Dom	253	2%
Black/African Intl	43	<1%
American Indian/Alaskan Native	61	1%
Chicano(a)/Latino(a)/Hispanic Dom	451	4%
Latino(a)/Hispanic Intl	181	2%
Asian/Pacific Islander/Native Hawai'ian Dom	929	9%
Asian/Pacific Islander/Native Hawai'ian Intl	749	7%
White/Other Dom	6,350	61%
White/Other Intl	1,468	14%
Total	10,485	

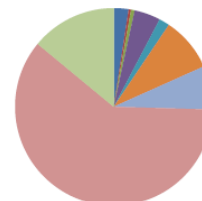


TABLE 2
Ladder Rank Faculty and Equivalent; Headcounts by Gender
Universitywide - October 2015

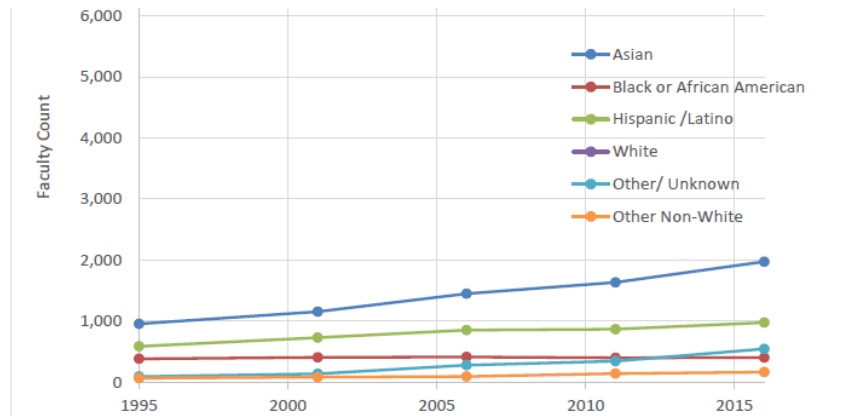
Gender	Headcount	%
Female	3,348	32%
Male	7,137	68%
Total	10,485	



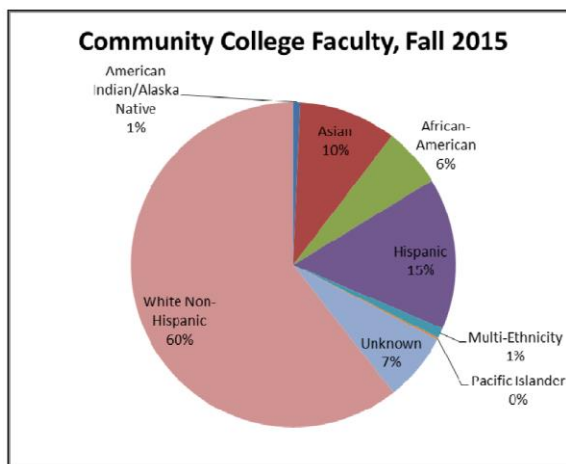
- *California State University (CSU):*
 - Description of use of funds. The CSU is focusing on immediate outreach and recruitment efforts as well as creating sustainable, long-term improvements in campus practices. Among these efforts, CSU plans to offer grants to campuses to implement programs to recruit and retain diverse faculty, support for CSU participation in professional organizations and conferences that reach underrepresented groups in higher education. Campus development of actions with the goal of creating sustainable changes to campus culture and creation of dedicated web site as an ongoing resource to share best practices.
 - Race and Gender Distribution of Tenure-track Faculty

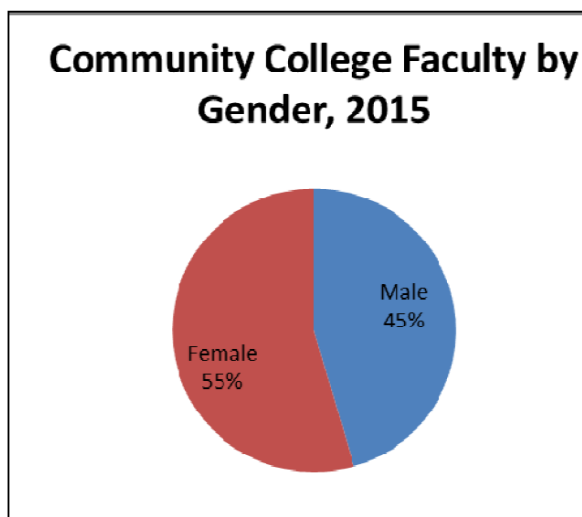
Table 1. Gender Distribution of Tenure-track Faculty, Fall 2016, by Rank

Rank	Male	Female	% Female
Professor	3,111	2,088	40.2
Associate Professor	1,220	1,210	49.8
Assistant Professor	1,343	1,575	54.0



- *California Community Colleges (CCC):*
 - Description of use of funds. The Chancellor’s Office, among other things, provided outreach, training and guidance to local community college districts regarding equal employment opportunity and diversity hiring practices. The Chancellor’s Office held a series of “Equal Employment Opportunity and Equity in Faculty Hiring,” regional training sessions throughout the state. Each session focused on the education benefits or workforce diversity, the elimination of bias in hiring decisions and best practices in serving on a selection or screening committee. A CCC district is required to establish Equal Employment Opportunity plan and advisory committee in order to qualify for funding.
 - Race and Gender Distribution for CCC:





Separate from the 2016 Budget Act action, this bill requires similar data on race and gender to be available to the public of the individuals who make-up the faculty leadership (Academic Senate) at each campus.

- 3) **Privacy concerns.** Members of the California State University (CSU) and California Community College (CCC) Academic Senates have raised concerns related to privacy, workload issues and the appropriateness of academic staff dealing with sensitive personnel information. Specifically, members are concerned that for smaller Academic Senates, the demographic data provided may be disaggregated which could violate the privacy of senate members and may result in unintended consequences for members who identify with vulnerable groups. The author contends that while demographic data may be considered to be sensitive, the overall objective of increasing diversity cannot be moved forward if it cannot be measured. This concern has not prevented the state from collecting similar data on students and utilizing that data as a tool for policy change.

In order to address privacy concerns **staff recommends** that bill be amended to prohibit the disclosure of demographic data that would permit identification of individuals.

- 4) **Collection of data?** This bill charges the academic senate with providing that data to the public upon request. Committee staff understands that Academic Senates do not collect demographic data of its members. In an effort to address this issue, this bill was recently amended to allow Academic Senates to consult with its respective campuses to comply with such requests. It appears the information that this bill mandates each local Academic Senate collect and provide is only collected at the campus level. It is not mandatory that an employee provide the information to the campus. What is collected by the campus is information that is self-reported and allows the individual to identify their gender, race or ethnicity. Although this bill requires each Academic Senate to provide information on gender, race or ethnicity, data that is not self-reported would not be available.

- 5) **Technical amendment.** Staff recommends and the author agreed the bill be amended as follows:

66420. The local academic senate of a campus of the California State University CSU ~~or~~ and of a campus of the California Community Colleges (CCC) shall, and the local academic senate of a campus of the University of California (UC) is requested to, post its membership roster on its Internet Web site or Internet Web page.

66421. The local academic senate of a campus of the CSU ~~or~~ and of a campus of the CCC shall, and the local academic senate of a campus of the UC is requested to, make demographic data on the gender and race or ethnicity of its members available to the public upon request.

SUPPORT

Alliance College-Ready Public Schools
Alliance for Boys and Men of Color
American Association of Hispanics in Higher Education
Asian Americans Advancing Justice
College for All Coalition
Imperial Community College District
Inland Empire Economic Partnership
Natividad Vazquez, EOP&S Student Services Specialist, Santa Monica College
Student Senate for California Community Colleges Region III
The Campaign for College Opportunity
The Greenlining Institute
The Women's Foundation of California
Youth Policy Institute

OPPOSITION

None received

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