

CHANCELLOR'S ADVISORY COMMITTEE ON AFFIRMATIVE ACTION

I. REFERENCES & RELATED POLICIES

- A. Executive Order 11246, as amended.
- B. Revised Order No. 4 (Part 60-62), Chapter 60, Title 41 of the Federal Regulations as published in the Federal Register (36 F.R. 17444) of December 4, 1971.
- C. Title IX of the Education Amendments of 1972, as amended, as published in the Federal Register (F.R. Doc. 75-14551) of June 4, 1975.
- D. Memorandum to College and University Presidents, Office for Civil Rights, Department of Health, Education and Welfare, August 1975.
- E. Affirmative Action Personnel Program--Policy and Guidelines, University of California, September 18, 1990.

- F. UCSD Policy and Procedure Manual (PPM)

- 160-4 Student Affirmative Action Program

- 200-8.1 Affirmative Action Personnel Program

- 200-8.6 Affirmative Action Program for the Employment of Handicapped Persons, Special Disabled Veterans and Vietnam Era Veterans

- 230-6 Academic Personnel Affirmative Action Program

- G. UCSD Policy and Procedure Manual/Staff Personnel Manual (PPM/SPM)

- 250-201 Staff Personnel Affirmative Action Program

- 250-201 Student Staff Personnel Affirmative Action Program

III. POLICY

The Chancellor's Advisory Committee on Affirmative Action (CAAAC) serves as the principal campus advisory body to the Chancellor on policy and related matters concerning Equal Employment Opportunity/Affirmative Action (EEO/AA). It will facilitate campus compliance with legislation concerning nondiscrimination and Affirmative Action and advise on appropriateness of relevant campus policies and activities.

A. Committee Selection

1. Chairs and committee members are appointed by the Chancellor.
2. The Campus is committed to the Affirmative Action Program and the Chancellor requests full support and cooperation in releasing individual members to attend the appropriate official affirmative action meetings. The Chancellor will, upon request, notify the supervisor of each member of that individual's selection to serve on the Affirmative Action Committee.
3. Committee members shall hold staggered two year terms.

B. Committee Procedure

Parliamentary procedures are to be followed at all official committee and subcommittee meetings.

C. Committee Structure

1. The main committee will be composed of three formal subcommittees to act in a capacity relative to their common interest--one for minorities, one for women, and one for students.
2. The chair of each subcommittee will be a member of CAAAC.
3. The committee membership, in addition to the chair of the three subcommittees, will include a representative from the UCSD Staff Associations, the Chair of the Committee on the Status of Women, the Chair of the Academic Senate Affirmative Action Committee, a Staff Affirmative Action Representative, a faculty representative, an undergraduate student representative, a graduate student representative, the Director of Employee Rehabilitation, and a maximum of three members at large selected by the chair.
4. There is to be an equal number of members on all subcommittees; each subcommittee will be composed of no less than nine and no more than fifteen members.
5. Committee and subcommittee membership shall reflect a cross-section of University staff, faculty, and student positions.

D. Committee Responsibilities

1. Analyze the affirmative action program including existing affirmative action policies and procedures.
2. Review overall progress of Affirmative Action Programs and make recommendations for changes if needed.

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3. Make recommendations and conduct appropriate interviews regarding the selection of any persons who are employed primarily to implement the Affirmative Action Program, recognizing the final decision is administrative.
4. Concern itself with matters related to the Affirmative Action Program including day care, housing, sexual or racial harassment, American Disabilities Act, etc.
5. The committees may request the participation of knowledgeable persons from the San Diego area as a means of increasing interaction between the University and the community.
6. Review and make recommendations regarding the type, frequency and quality of various statistical and other reports relating to the Affirmative Action Program.