TO: Faculty Affairs Committee and Executive Committee  
FROM: The Faculty Diversity and Equity Committee  
SUBJECT: 13-14 FDEC 6: UARC Review of University Diversity Officer (UDO)  
PURPOSE: For approval by the Academic Senate  

BACKGROUND:  
The newly created University Diversity Officer position in May 2013 is a high level administrative position and its establishment is an important step forward for CSU East Bay.  
This position has the unique responsibility to “coordinate efforts to foster and support diversity, equity and inclusion as core values throughout all aspects of the University community. Her work will emphasize diversity-oriented programs and initiatives including implementation of the University Diversity Plan to ensure that actions are taken to fulfill our commitments” (Communique University Diversity Officer 5/13/2013)  
This UDO sits on the Presidential Cabinet for the University and the Office of the UDO is located on the 4th floor of the Student Administration Building in recognition of its importance to the University.  
It is evident this position is a unique and key administrative position that has a significant impact on academic programs and as such should be reviewed by the University Administrative Review Committee (UARC) as are other senior managerial positions. In the POLICIES AND PROCEDURES GOVERNING FACULTY PARTICIPATION IN APPOINTMENT AND REVIEW OF ADMINISTRATIVE OFFICERS, under Officers reviewed section III A 4 of FAC 12-13, it states, “Other senior managerial positions with significant impact on academic programs as authorized by the President in consultation with the Academic Senate Executive Committee.” It is evident the UDO meets this criteria for UARC review.  

ACTION REQUESTED:  
Recognizing the importance of the University Diversity Officer’s key role for the university to achieve its Mission and goals, the FDEC recommend to Faculty Affairs Committee and the Senate to start the process to include this new position (UDO) as a senior management position to be reviewed by the University Administrative Review Committee as are other high level campus administrators.  
The FDEC also recommends the Academic Senate approve the Administrative Appointment and Review Document be altered to specify this inclusion if the position is included on the list of those to reviewed (under III A 2 of the existing document or where appropriate).