

**UNIVERSITY OF CALIFORNIA
ACADEMIC SENATE**

**UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY, AND
EQUITY**

Minutes of Meeting – January 12, 2023

Present: Louis DeSipio (Chair, Irvine), Jennifer Burney (Vice Chair, San Diego), Julianna Deardorff (Berkeley), Jane Stoever (Irvine), Reynaldo Macias (Los Angeles), Carrie Menke (Merced), Katherine Stavropoulos (Riverside), Michael Taffe (San Diego), Erin Gordon (San Francisco), Siang Peng Oh (Santa Barbara), Kirsten Silva Gruesz (Santa Cruz), Matthew Schumaker (Alternate, Santa Cruz), Juhee Lee (Alternate, Santa Cruz), Pamela Jennings (Executive Director, Graduate Studies), Mark Lawson (Director, Presidential Postdoctoral Fellowship Program), Daniel Widener (past UCAADE Chair, San Diego), Susan Cochran (Chair, Academic Senate), James Steintrager (Vice Chair, Academic Senate), Amy Lee (Associate Vice Provost, Academic Personnel and Programs), Patricia Osorio-O’Dea (Director of Academic Programs), Cynthia Davalos (Executive Director, Student & Equity Affairs), Belinda Vea (Policy Program Analyst, Student & Equity Affairs), and Stefani Leto (Analyst)

I. Consent Calendar and Chair’s Announcements

UCAADE approved the minutes of October 20, 2022 and the agenda of January 12, 2023.

Chair DeSipio noted that the Committee on Faculty Welfare UCFW asked UCAADE to collaborate on codifying language in the Academic Personnel Manual regarding Achievement Relative to Opportunity (ARO). Professor Stoever volunteered to work with UCFW representatives.

UCAADE is waiting for guidance about attestations by faculty on Federal grants, as well as guidance regarding grading and faculty self-reporting about any withholding of labor.

II. Campus Reports

Berkeley – The campus faces a structural deficit, partly because of the graduate student worker labor agreement. Berkeley is dependent on natural gas for many processes on campus; those price increases are another source of financial challenge for the campus. Berkeley received an Advancing Faculty Diversity (AFD) grant to create an inclusive faculty mentoring program in the life sciences. A template and handbook will be produced to help faculty become more effective senior mentors.

Irvine – Campus CAADE hopes to have draft guidance and examples of invisible labor such as “ghost mentoring” for use in personnel reviews. In addition, they are looking for examples beyond the basics of diversity related activities and systemwide service. The effort will apply to those self-identifying as performing these services and departments encouraged to produce letters noting the percentage of this work engaged in.

Los Angeles – The campus Senate leadership goals for the year are campus advocacy for faculty rebuilding and renewal, not only to pre-pandemic levels, but to sustain the campus in the future; the future of instruction including technology and distance learning; principles for academic planning; a Senate DEI initiative aligning the administration and academic senate; and that senate communications to faculty be increased and create dialogue. The Senate Chair will accompany the EVC on a listening tour of faculty. The senate remains concerned about the state of shared governance on campus after the purchase of a building without consultation.

Merced – Faculty morale is low, particularly around achievement relative to opportunity. Challenges include a lack of resources, with top-heavy administrative support. While faculty stress has been acknowledged, no tangible response is forthcoming. The Senate is working on an anti-racism self-assessment with an outside consultant paid for by the Chancellor, which will be completed in June. Campus CAADE discussed rubrics for DEI statements and creating consistent application guidelines for departments.

San Diego – The campus continues to investigate the ways students enter majors into which they were not initially accepted. There remain ongoing campus climate issues following an alleged racist incident. The campus committee is investigating whether spousal accommodations are distributed equitably.

San Francisco – There is \$25,000 for a campus campaign educating about disability and long COVID effects on faculty. The COVID task force has been asked to promote additional bridge funding for faculty with NIH grants to address the pandemic loss of productivity. Graduate issues include high-cost, low-availability housing, and faculty concerned over costs of graduate researchers. Housing availability harms recruitment of graduate students but also causes faculty to leave for lower cost of living areas. Increasingly, faculty are only able to work at UCSF if partnered with a high-salary person, affecting faculty diversity. The DEI committee is concerned that UCSF may not be able to maintain the level of NIH funding needed to train students and perform critical research, increasingly functioning only as a provider of health services rather than a training and research institution. The committee has started asking chairs of departments not requiring DEI statements for their reasons to not do so.

Santa Barbara – The proposed Munger dorm report was thoughtful and made key recommendations and was made public. Lingering concerns remain about the project's approval process. The report raised key concerns such as surveillance, DEI, access to windows in living spaces, and the severe appearance of the building. The DEI committee was asked by the Chancellor to investigate the report's findings. The campus committee continues to provide guidance regarding the use of DEI statements. Faculty retention is harmed by the cost of living and minority hires are at replacement level.

Santa Cruz – The CAADE is reviewing the DEI assessment rubric, noting a current gap between the extant rubric and statements about DEI actions. Departments and divisions use varying versions, so some guidance on their use would be useful. The equity subcommittee

still hopes to use the new strategic plan, FEAs, and Associate Deans to spearhead equity transformations on campus.

III. Consultation with UCOP Regarding Graduate Student Issues and Presidential Postdoctoral Fellowship Program

Pamela Jennings, Executive Director of Graduate Studies in the Graduate, Undergraduate, and Equity Affairs (GUEA) office provided an overview of the Pathways Program and asked UCAADE to be mindful of ways the committee can advance these pathways given that DEI efforts often falter when cohort numbers fall, or budgets become strained, GUEA understands that efforts to promote DEI must be intentional.

GUEA advances graduate education at UC through strategic planning, leadership, analysis, outreach, and coordination in four priority areas:

1. *Academic pathways.* The UC-HBCU Initiative is the longest running program. Over 800 interns have been hosted through this initiative. Currently, as a direct result of the UC-HBCU Initiative, 89 PhD students and five academic master's students are currently enrolled at the UC. The Summer Institute for Emerging Managers and Leaders, (SIEMML), is a systemwide initiative aiming to increase diversity in graduate business programs. The UC-Hispanic Serving Institutions Doctoral Diversity Initiative (UC-HSI DDI) enhances faculty diversity and pathways to the professoriate for underrepresented students from California Hispanic Serving Institutions (HSIs).
2. *Advocacy and outreach* - ways the office continues and sustains partnerships with education (including K-16 programs), community-based and business sectors.
3. *Outcomes and analysis* – the office uses data from the programs to better support graduate education.
4. *Supporting PhD career pathways* – enhancing career development and preparation opportunities for PhD students.

Current key priorities for the office include responding to the effects of the unionization of GSRs, diversifying graduate education and through that the professoriate, and prioritizing financial support for all PhD students, especially support for the Growing Our Own and Diversifying UC PhD Pathways programs.

There is a dedicated graduate dashboard at the UCOP Institutional Research and Academic Planning (IRAP) Office.

Growing our own is an approach serving both our internal purposes, as well as drawing other colleges/universities' students into graduate programs leading to the professoriate. The office focuses on currently existing programs for outreach and funding that can be used to broaden appeal, rather than relegating these to "diversity efforts" increases the possibility of effective work.

- In discussion, committee members wondered about tension between a focus on “growing our own” vs. an established culture against nepotism, ED Jennings suggested that “our own” can extend to all UCs, so it is a bigger reach, but still “us.”

Mark Lawson, the Director of the Presidential Postdoctoral Fellowship Program (PPFP) reported that the 40th anniversary of PPFP coming up. COVID negatively impacted growth through delayed starts for participants, but additional focus and funding has increased its impact. The program varies across campuses. Eleven percent of all URM hires in the past 5 years at the UC have come through this program, with 87 percent of fellows achieving tenure, compared to 76.5 percent of non-fellows peers. Fellows also appear to stay at the UC when hired, increasing diversity over time.

The Mellon Foundation has partnered with the program through a \$15M, five-year grant to fund fellowships, career development and hiring. This grant is focused on humanities and social sciences.

One interesting aspect of the overall PPFP program is that fellows have an opportunity to network with faculty and peers outside of their academic area, and many continue relationships with them across time, receiving important support throughout their career. Campuses receive enhanced hiring packages.

A committee member noted that low-participating campuses can be pushed by comparing them to others to participate more, creating a cultural change on a single campus. Irvine is the largest participant after the Chancellor made a clear statement that they were going to address diversifying the faculty through hiring.

A member asked about non ladder rank academic jobs and how the program can create career paths for graduates. Director Lawson noted that this would be a growth area that is currently out of scope but needs to be addressed and would be another way to serve California and the “grow your own” initiative.

IV. Update on Ethnic Studies Requirement

Past UCAADE Chair Daniel Widener summarized the history of the process to implement an ethnic studies requirement. Ethnic studies would align the UC with California requirements in K-12, and the CSU and community colleges require an ethnic studies component.

Initially the requirement could be met with English or other classes not specifically designated as “ethnic studies.” A writing subgroup laid out a vision for an ethnic studies requirement for eligibility for admission. At first it was not intended to be a separate a-g area but addressed within one of them. This proposal was approved by BOARS and then went out for review. Some campuses had concerns – mostly whether individual high school districts could meet it, which might harm underrepresented high school student. Members of the Academic Senate Office at UCOP worked to identify high school classes that would meet the proposed requirement.

Professor Widener noted that UCAADE should follow the conversation about the new requirement carefully and provide information and feedback when possible.

- A UCAADE member noted the 2025 deadline for the high school graduation requirement of at least one semester of ethnic studies.

V. Consultation with UCOP

Patricia Osorio-O’Dea reported on the Advancing Faculty Diversity (AFD) program, which just held an in person convening. Her office is studying how well known the AFD and the grow our own initiative are at the UC. The office is planning the Spring convening at UCSD in April. A request for project proposals will open in March, and OP has continued the \$3M in funding.

Vice Provost Lee noted that the Anti-discrimination policy has undergone substantive changes. Comments were received and it will go out again for systemwide review. UCAADE was reminded to review the proposed policy again.

The Abusive Conduct Policy was implemented, and Senate feedback was instrumental in forming the policy. Guidelines for implementation and trainings are forthcoming, and each UC employee will need to take a training on the policy. Academic freedom language was strengthened in the policy after student objections to course content were offered as examples of bullying. The policy focuses stringently on abusive conduct, not course conduct.

UC Librarians proposed that a DEI statement be implemented for hiring of librarians, so an update to the APM will be brought to the Senate.

The lived name policy has led to forthcoming changes in UC Path. Changes are being made in the faculty hiring and student application system, and pronoun indications are forthcoming for all systems.

- In response to a question, Vice Provost Lee clarified that most trainings will be virtual because they are easier to distribute, but the Provost’s Office is investigating in-person trainings on the new policies as well.
- A question about applying the Conflict of Interest Policy to senate proceedings where members should recuse themselves due to real or perceived conflicts revealed that there is not a uniform policy forcing faculty to recuse themselves from votes if they have a conflict of interest. UCAADE agreed that the only recourse would be specific individual complaints.

VI. Disability Services Discussion

Executive Director, Student & Equity Affairs Cynthia Davalos briefed UCAADE regarding a systemwide work group charged by then-Provost Brown to look at issues of students with disabilities. The project was followed up in a January 2022 Regents item. The work group

will produce a report at the end of this calendar year, including recommendations for chancellors and other campus leaders.

The group is currently addressing staffing related to accommodation and how long it takes for a student to receive an accommodation. The work group is also examining how to have full time ADA compliance advisor on all campuses, and how to increase a sense of belonging for those with disabilities. There are three subcommittees: Academic Culture, Campus Culture, and Infrastructure (physical as well as IT).

Professor Menke offered to represent UCAADE on the work group.

- Members noted disparities in how each campus serves their students. While the main policy overseeing all of it is the ADA, but that only mandates the minimum. Each campus has a person who oversees ADA compliance; however, not all campuses have a full-time ADA Compliance Officer, some ADACOs are part-time with other responsibilities.
- Members expressed concern that negative findings about campus disability services are not widely circulated. In addition, demand is clearly increasing as well as the complexities of student needs. This development does not appear to be taken into consideration with staff allocation. Belinda Vea noted a student mental health oversight committee which includes a disability services director representing the campus disabilities services directors work group.
- A member noted that recording classes may not be an adequate response to the true variety of options required to meet different needs. Campus disability offices work to tell students the reasonable accommodations and then also work with faculty to help them provide the accommodation.
- A member noted that clinical settings are extremely unaccommodating to disabled students, and that it is a true systemwide issue.
- The systemwide office does not regulate campuses hiring or budget decisions. However, the report and the presentations at Regents. There is a sense of collective momentum building around this. In the same way pressure grew to inform the UC approach to Basic Needs and student mental health, disability services are the next tipping point. Mental health is one of the fastest growing accommodations. It is important that the UC weave students with disabilities into that discussion.
- Members noted that outreach to students needs to increase, especially since high schools proactively provide services and UC students need to reach out.
- Financial barriers for incoming students to get the documentation that they need to qualify for accommodations were noted by members. Faculty members feared that if a student needs testing to establish a disability it is not a resource provided by the campus, versus K-12. UC SHIP however, does cover testing for conditions requiring accommodations.

VII. Consultation with Senate Leadership

The January Regents meeting was disrupted by striking students. At that meeting, The Regents introduced a new principle by allowing UCLA to move to the PAC-10 but

requiring them to provide resources for student athlete needs at Berkeley to make up any financial damage caused by the change in conference. Chair Cochran wondered whether this principle would require that campuses that financially harm other campuses share profits, and under what circumstances. We can imagine online degrees offerings creating a similar kind of harm to other campuses. – the same thing about the new principle of harm among campuses.

Chair Cochran reported that the new Provost is a quick learner and is committed to being a faculty member. The Legislative Analyst Office indicated that the UC would have less need to expand the physical footprint, which appears to be another pressure to increase online learning offerings. The budget proposed by the governor has positive aspects, such as maintaining his commitment to the negotiated compact with the UC, but provides no one-time capital funding.

Guidance about certifications on grants is forthcoming. Leadership has advised PIs not to sign certifications unless they know the hours are accurate. The administration got agreement from the UAW to offer additional employment to TAs and readers to do grading for the fall term. Attestation forms are going out to GSRs, TAs, Postdocs and academic researchers for them to adjust their strike work hours. Wages will be docked for strike days over maybe 3 paychecks. PIs will be advised to try to work with students if they can earn a little extra to help. Regents have a policy that faculty can't be paid if they don't provide services.

- Discussion of faculty response during the strike and how it will affect the attestation stuff. Hopefully the definition used by the administration to determine if faculty withheld labor will be something like “refused to submit grades.”
- The University is looking at both short-and long-term funding issues affected by the labor agreements.

IX. New Business

A poll about meeting in person for the April meeting will go out to UCAADE members. Three quarters of members must agree for it to pass.

The meeting adjourned at 3:58 p.m.

Minutes Prepared by Stefani Leto, Principal Committee Analyst

Attest: Louis DeSipio, UCAADE Chair