



blueprint, with strategies for units to assess road blocks to DEI. The blueprint will be a synchronous toolkit, with links to helpful resources.

UC Davis' DEI committee listened to a report on student mental health from the Associate Vice Chancellor for Health, Wellness, and Divisional Resources, noting that on a recent survey, 85 percent of students reported moderate to high stress and 31 percent reported suicidal ideation. He also announced a new program "Health 34 Initiative," led by the UC Davis Fire Department that uses fire department personnel, peer responders, physicians, and mental health professionals to deliver mobile non-emergency responses on a 24/7 basis. The neurodiverse community on campus presented a report and asked to be recognized as a minority group, rather than people with disabilities. The DEI committee is forwarding a report on both presentations to the Senate and Provost. The Chancellor's DEI Fellowship Award (\$5,000 each) was given to one academic federation and four academic senate faculty members.

UC Irvine is reviewing policies regarding individual affiliations plans. The CEI is discussing faculty hiring for DEI, including retention. Deans would like the ability to offer higher salaries without faculty needing an outside offer, and CEI is monitoring which faculty members would receive such offers. The campus has formed a task force to discuss land acknowledgements.

UC Los Angeles has approved the departmentalization of Native American Studies. A task force for HSIs presented its report. Some concerns about rules surrounding the use of diversity statements in hiring and promotion were raised, and the DEI committee has shared [an article by a UC Davis law professor regarding their use](#). The campus intends to continue discussing ethnic studies requirements.

UC Riverside shared concerns about the faculty salary increase taking effect in October, rather than July as for staff and administration. The Provost and Vice Provost surveyed salaries within ranks and steps, and ensured faculty make at least three percent below the median salary. Faculty concerns remain that inequity persists in patterns of women and URM faculty pursuing acceleration less often, or needing to demonstrate greater achievement for promotion than male or white faculty. The DEI committee has requested granular data to investigate these patterns and create a comprehensive salary equity study.

UC San Diego held the first in-person Powwow in two years. The DEI committee continues to focus on campus policing, faculty career development program focusing directly on DEI service, and growing concerns about the effect of COVID on pregnancy. The campus commissioned an external review by the Association of Higher Education and Disability (AHEAD) which found great barriers to accommodations for disabled students. Capped and impacted majors are disproportionately impacting minority and first-gen transfer students. A report about access through remote learning underlined how many support services would be needed for it to be effective. Graduate funding and support is negatively impacted through raised rents on graduate student housing.

UC San Francisco held a town hall on gender equity in April. Administration was asked to disaggregate the data, as there are conflicting views regarding equity levels. ECOP is sending a letter to the Chancellor requesting accommodations and support for faculty dealing with disabilities, including disabilities acquired through long COVID. The campus climate report

noted problems reported by LGBTQ+, disabled, and black staff and faculty. Clinical activity has been left out as a contribution to DEI on DEI statements, and should be revised in future versions.

UC Santa Barbara's EVC produced a faculty salary equity report, which concluded that there were no inequities by recognized minority categories. The DEI committee has concerns that the SEA Change program is not located in the Center for DEI, but in the Center for Teaching and Learning. Student mental health issues and housing challenges continue to occupy the committee. Faculty at university-owned housing have reported extreme HOA fee increases, without transparency about management companies. The campus is losing potential graduate students to other institutions due to housing challenges.

UC Santa Cruz is facing a crisis as graduate students are increasingly unable to return to campus due to housing issues, and are teaching remotely. The Chancellor announced a ten year hiring plan for faculty. Faculty Equity Advisors are now in place in every division, but the non-STEM disciplines have had more difficulty recruiting faculty members to fill these positions, apparently because appropriate faculty are already busy doing other diversity work.

### **III. Report of the Negotiated Salary Trial Program Phase 2 Taskforce**

Chair Widener presented the report to UCAADE. Discussion noted that it the program is primarily used in STEM disciplines, that the funding comes from faculty grant monies, and that it may accelerate gaps in salaries between faculty. Inequities were noted in funding for qualitative research rather than quantitative, and that certain topics for research were better-funded than others, and that it is an effective tool over the short run to enhance faculty retention. A suggestion was made to increase focus on salary inequities generally. Adequate data collection will allow evaluation of the program.

UCAADE agreed to write a memo in response.

### **IV. UCAADE Priorities for AY 2022-23**

UCAADE discussed issues the committee would address next year, among them including:

- A second review of the policy on abusive conduct is due in the fall, and Senate leadership would like UCAADE to review;
- How have campuses used AFD funding? Humanities are having trouble hiring even with funding;
- The Alliance for Hispanic-Serving Universities, and how that will impact all UC campuses over time;
- Accessing appropriately disaggregated data while complying with privacy concerns;
- A-G ethnic studies requirement proposal;
- Clinical faculty and equity concerns;
- Preemptive retention practices and policies;
- DEI statements and their evaluation in CAPS;
- COVID accommodations for faculty, especially those affected with long COVID;
- Salary equity;

- ARO concerns;
- Equity and online education;
- AFD implementation on campuses.

## V. Consultation with UCOP

UCAADE received a report on the Advancing Faculty Diversity (AFD) program from Vice Provost Carlson. The five-year AFD review notes that 146 faculty members have been hired, and the project has created a more diverse faculty. Of the hires, 50 percent have been women, versus 46 percent of all other faculty hires; 34 percent are URM faculty, versus 19 percent among all other hires. This is the seventh year of the program and it has received 14 proposals which are under review. This year is the first time the RFP has allowed for campuses to propose adopting successful programs from other campuses.

The University participated in the Collaborative on Academic Careers in Higher Education (COACHE), and UC campuses represented a third of responding institutions. The results of the COACHE Faculty Retention and Exit Survey for 2019-20 and 2020-21 were presented to UCAADE.

- 58 percent of UC departing faculty sought out outside offers with the intention of leaving, and 38 percent of those retained sought out outside offers with the intention of leaving. Those percentages varied by sex, with men 13 percent more likely to use an outside offer to leave the institution than women.
  - Discipline also impacted reasons for seeking an outside offer, as 50 percent or more of UC Humanities, STEM, Professions and other faculty's primary motivation for initiating a search for a job offer are to leave, while a greater percentage of Social Sciences faculty respondents' primary motivation was to use the offer as renegotiate the terms of employment.
  - "Proximity to family" – Across race/ethnicity, proximity to family ranked relatively high among factors as a reason to leave (average rank 2.0 among Departures); but Faculty of Color ranked it even more highly (1.8 out of 5) as a top reason to stay.
  - Forty-nine percent of women reported being "very dissatisfied" or "dissatisfied" with retention efforts, in contrast to 39 percent of men responding so. Faculty of color were slightly more dissatisfied, 50 percent of women and 40 percent of men reporting "very" or "dissatisfied."
- Discussion noted that pre-emptive retention efforts would retain more faculty, as faculty are lost to other institutions following seeking out outside offers.
  - Achievements Relative to Opportunity (ARO) language needs to be widely socialized for use in faculty promotion. COVID helped reset expectations but some faculty are reluctant to present impact statements.

## VI. Consultation with Senate Leadership

Council Vice Chair Cochran announced that the Regents assigned authority for startup activity and patents to campuses as well as changing leave policy for startup activity at their special meeting on Innovation Transfer and Entrepreneurship in June.

The Regents approved UCOP's budget, and the governor's May budget revision includes the Compact for Higher Education. Hoped-for one-time capital funds are not in the budget, although the legislature can add them during the budget process. Additional increases to the proposed raise for faculty this year due to record state reserves are unlikely. President Drake indicated a possibility of a second round of increases next year.

At the June Regent's meeting, Chair Horwitz presented three of the Senate's accomplishments for the year:

1. The Climate Memorial to the Regents has passed. The Memorial will be forwarded to President Drake and shared with the Regents;
2. ICAS forged a consensus for the first part of AB 928, and creating a singular general transfer pathway for both the California State University and University of California systems;
3. The Senate successfully defeated an effort to remove systemwide review of Master's degrees, including self-supporting Master's degrees and delegate such authority solely to the campuses.

The compact for the University includes enrollment growth equivalent to a new campus in ten years. Some Regents see online education as a way to improve access for greater numbers of students. The Senate is discussing residency requirements and how they would impact online education and the push for fully-online degree programs. In order to provide UC-quality online education, the number of faculty would have to double.

- Discussion included questions about campus mandates that faculty record their lectures. There is currently no requirement for universal recording.

## **VII. Systemwide Senate Review Items for Optional Comment**

Chair Widener noted that the second review of the abusive conduct policy is due in October, and that Senate Leadership welcomes input from UCAADE.

The meeting adjourned at 3:07 p.m.

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Attest: Daniel Widener, UCAADE Chair