University Committee on Affirmative Action, Diversity, and Equity (UCAADE)
Annual Report 2017-18

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Affirmative Action, Diversity, and Equity (UCAADE) met three times in person and once via videoconference during the 2017-18 academic year. In accordance with its duties as outlined in Senate Bylaw 140, UCAADE consulted on policies bearing on affirmative action, diversity, and equity for academic personnel, students, and academic programs. In 2017-18 UCAADE focused on faculty diversity. Highlights of the committee's discussions and actions are described below.

Recommendations for Enhancing Faculty Diversity

UCAADE's "Recommendations for Enhancing Faculty Diversity" document was prepared initially for the committee's meeting with President Napolitano last spring. It was revised and used as background for UCAADE's discussion with Provost Michael Brown in January, and for a joint meeting with the Chief Diversity Officers in April. The document describes the lack of diversity in UC's ladder-rank faculty, and then offers a list of proven best practices for increasing faculty diversity, including strengthening Academic Senate-led initiatives, ensuring accountability, and providing resources for diversity-enhancing strategies. During UCAADE's May meeting, it was suggested that UCAADE formulate a proposal for State legislatures for more funding for faculty diversity efforts based on the document. The revised "Recommendations for Enhancing Faculty Diversity" was discussed at the July Academic Council meeting and will be further refined by UCAADE next year.

Statements on Contributions to Diversity

UCAADE discussed statements on contributions to diversity throughout the year. The committee collected and reviewed information on campus practices on using contributions to diversity statements in job searches and in the promotion process and learned that that there is no general consensus.

- *Tenure and Promotion*

UCAP Vice Chair Dan Farber joined the April UCAADE meeting to provide UCAP's perspective on assessing statements on contributions to diversity for merit review, and whether there is a need for criteria or guidance. The Academic Personnel Manual (APM) recognizes contributions to diversity in Section 210-1-d, which was revised in 2015 after extensive consultation and review to "strengthen the principle that diversity functions as a component of excellence at the University of California."[1] UCAADE, UCFW, and UCAP have discussed the challenges in implementing the revised language of APM 210-1-d in the past, and will continue to monitor how statements are used.

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[1] From the June 29, 2015, Issuance Letter, accessed from: https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policy-issuances-and-guidelines/revised-apm210-1-d.html.

- *Applicants for Academic Positions*

Work underway in assessing the effectiveness of statements on diversity, equity, and inclusion from applicants for faculty positions shows that the statements are more likely to advance faculty diversity when candidates and search committee members are given adequate guidance for using them. UCAADE worked with the AA/EEO/Diversity Administrators group on recommendations for using statements on contributions to diversity, equity, and inclusion for academic positions at UC. The joint statement was sent to Academic Council at the end of the year, and was discussed at the July 25 Council meeting. Academic Council members made some suggestions for changes.

Faculty Equity Advisors

Most, but not all, campuses have some sort of faculty equity advisor program, although they are implemented differently. UCAADE worked with the AA/EEO/Diversity Administrators group on joint recommendations for faculty equity advisor programs. The document discussed by the Academic Council at its meeting on July 25. UCAADE will continue to work with the EEO/AA/Diversity Officers group to discuss possibilities for information sharing and potential for standardizing FEA program practices.

Joint Meeting with Chief Diversity Officers

In April, 2018, UCAADE met with the Chief Diversity Officers (CDO) group to discuss priorities and issues of common concern. The CDOs are the Vice Chancellors or Vice Provosts who is responsible for overseeing efforts related to equity, diversity and inclusion on the campuses.

The CDOs expressed interest in reviewing UC's policies on discrimination to make sure there is parity with UC policies on harassment. UCAADE started looking into discrimination policies two years ago, but focus on the revised sexual harassment policy and APM interrupted the effort. The Diversity Officers agreed to consult with UCAADE on any work around discrimination policies, and mentioned that UCOP's new Chief Compliance Officer Alex Bustamante is conducting a review of UC policies related to discrimination.

The CDOs were also interested in UCAADE's input on how to help junior faculty with promotion beyond tenure. Both UCAADE members and Diversity Officers agreed that it would be productive to bring the two groups together periodically, and efforts will be made to do so. Local Senate committees should also be meeting regularly with campus CDOs.

President's Postdoctoral Fellowship Program Initiative (PPFP)

PPFP Executive Director Mark Lawson joined UCAADE's October meeting to update the committee on the President's Postdoctoral Fellowship Program. Last year, there were 852 applications and 35 fellows selected. UCAADE was pleased to learn that earlier in the year President Napolitano lifted the cap on the number of PPFP hiring incentive awards, and shortly thereafter the Provost eliminated the eligibility restrictions for health science and professional schools. UCAADE Chair Tanya Golash-Boza suggested that local diversity committees connect with the PPFP program on their campuses to help share information.

Consultation with Academic Personnel and Programs
Throughout the year, UCAADE received regular reports from Academic Personnel Vice Provost Susan Carlson on various topics, including the $2 million provided by the state to support equal opportunity in faculty employment. For the second year, UC provided to funds to support faculty diversity efforts that were already planned or underway at campuses. Four new pilots were selected on campuses that did participate in the first year. UCAADE Chair Tanya Golash-Boza served on the project's advisory group.

UCAADE consulted with Vice Provost Carlson about potential changes to the UC travel reimbursement policy that would allow for reimbursement of childcare in some circumstances. While some family-friendly changes were proposed a few years ago when the policy was revised, the changes were not made. UCAADE will follow up on this issue next year, as a policy allowance for travel childcare expenses may be required even for the use of grant funding.

Vice Provost Carlson also provided updates on the Negotiated Salary Trial Program, UC exit surveys, and the NSF study to evaluate equity in STEM faculty hiring that is using data from UC Recruit (UC's academic recruitment system).

Systemwide issues and campus reports
UCAADE devoted part of each meeting to reports from individual campuses and discussion of systemwide issues as reported by Academic Senate leadership.

Reports and Recommendations
- Equity for faculty salaries at the University of California: Suggestions for future faculty salary equity analyses (September 28, 2017)
- The Use of Statements on Contributions to Diversity, Equity, and Inclusion for Academic Positions at the University of California, Joint Recommendations from: UC Systemwide Affirmative Action, Diversity, and Equity Academic Senate Committee (UCAADE) and UC Systemwide Equal Employment/Affirmative Action Officers Group (EO/AA) (June 15, 2018)
- Equity Advisor Programs at the University of California Joint Recommendations from: UC Systemwide Affirmative Action, Diversity, and Equity Academic Senate Committee (UCAADE) and UC Systemwide Equal Employment/Affirmative Action Officers group (EO/AA) (June 15, 2018)
- UCAADE: Enhancing Faculty Diversity in the UC System (July 17, 2018)

Representation
UCAADE Chair Tanya Golash-Boza served on the Advancing Faculty Diversity Initiative advisory group and participated in the UCFW-led group that recommended a plan to increase faculty salaries over the next three years. Chair Golash-Boza also represented UCAADE at monthly BOARS meetings.

UC Irvine member Mona Lynch served on the Academic Senate's UC Policing Manual ("Gold Book") Task Force. The systemwide group was formed to address specific issues around policing and the differences in campus policing practices. The task force discussed reforms and revisions to the police handbook, and provided recommendations to UCOP.

Acknowledgements

UCAADE is grateful to have had valuable input from and exchange with the following UCOP and campus consultants and guests over the past year: Provost Michael Brown; Vice Provost Susan Carlson; Deputy to the Vice Provost Pamela Peterson; Diversity, Labor, & Employee Relations Director Amy K. Lee; PPFP Director Mark Lawson; and Director of UC Berkeley's Office for Faculty Equity and Welfare Karie Frasch, The committee also thanks the faculty members who served as alternates during the year.

Respectfully submitted,
UCAADE 2017-18:

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