

University Committee on Affirmative Action, Diversity, and Equity (UCAADE)

Annual Report 2021-22

To the Assembly of the Academic Senate:

The University Committee on Affirmative Action, Diversity, and Equity met four times during the 2021-22 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. Highlights of the committee's discussions and actions are described below.

Statements on Contributions to Diversity, Equity, and Inclusion

In October, Vice Provost Haynes suggested that UCAADE work with UCAP about the use of diversity statements and ways to recognize faculty for their DEI contributions. DEI statements are not mandated for advancement, only in hiring.

Ethnic Studies Requirement

Past UCAADE Chair Daniel Widener met with UCAADE in January and summarized the history of the process to implement an ethnic studies requirement into the a-g framework. Ethnic studies would align the UC with California requirements in K-12, and the CSU and community colleges require an ethnic studies component. Chair DeSipio served on the Ethnic Studies Implementation Workgroup. The issue is likely to continue into next year, and UCAADE will monitor discussion and progress.

Graduate Student Labor Action

UCAADE received updates on progress and likely effects of the negotiations between the University and the United Auto Workers (UAW), representing graduate students. The committee expressed concern that higher labor costs would disproportionately affect younger and underrepresented faculty and urged Senate leaders to provide clear actionable guidance to faculty, especially to PIs. UCAADE members expressed concern over the prospect of admitting fewer graduate students, not only for the sake of the students having sufficient numbers to experience work in a cohort of scholars, but also for likely effects on efforts to diversify the professoriate of the future.

Presidential Post-Doctoral Fellowship Program (PPFP) Update

In January, Mark Lawson, the Director of the Presidential Postdoctoral Fellowship Program (PPFP) reported that the program has been in place for almost 40 years. COVID negatively impacted growth through delayed starts for participants, but additional focus and funding has increased its impact. 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 provided a \$15M five-year grant to fund fellowships, career development and hiring. This grant is focused on humanities and social sciences.

Consultation with Systemwide Disability Services Office

In January, 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 planned an end-of-year report including recommendations for chancellors and other campus leaders. The group addressed staffing related to accommodation and how long it takes for students to receive an accommodation, how to have full time ADA compliance advisor on all campuses, and how to increase a sense of belonging for those with disabilities.

Professor Menke represented UCAADE on the work group.

Consultation with Graduate, Undergraduate, and Equity Affairs (GUEA)

Pamela Jennings, Executive Director of Graduate Studies in the (GUEA) office provided an overview of four priority areas through which the office promotes graduate studies:

1. Academic pathways, primarily the UC-HBCU Initiative which is the longest running program, the Summer Institute for Emerging Managers and Leaders, (SIEML), and the UC-Hispanic Serving Institutions Doctoral Diversity Initiative (UC-HSI DDI).
2. Advocacy and outreach through partnerships with education (including K-16 programs), community-based and business sectors.
3. Outcomes and analysis using data from the programs to better support graduate education.
4. Supporting PhD career pathways to enhance career development and preparation opportunities for PhD students.

In addition, the office promotes the “Growing our Own” approach, focusing on currently existing programs for outreach and funding that can be used to broaden appeal beyond diversity efforts alone.

Consultation with the Office of Academic Personnel and Programs

Throughout the year, Vice Provost Douglas Haynes, Associate Vice Provost Amy K. Lee, and Director of Academic Programs Patricia Osorio-O’Dea met with the committee and noted that UCAADE is an important source of voice and counsel for their office. VP Haynes suggested that UCAADE should speak with UCAP about the use of diversity statements and ways to recognize faculty for their contributions to diversity in the faculty advancement process. DEI statements are not currently mandated for advancement; only hiring. Jane Stoever represented UCAADE and served on the ARO work group. Other topics included:

Advancing Faculty Diversity Initiative (AFD)

UCAADE received regular updates on the AFD program, now in its seventh year, with \$3M in funding. Nine awards were allocated by the program in 2022-23. Three focus on recruitment; the balance on climate and retention A seven-year program review should be completed within the year. Faculty were requested to serve on the review committee for AFD proposals. The Spring Convening was in person again this year at UC San Diego. Chair DeSipio participated on the AFD Advisory Board and at the two meetings held this year: in Oakland in October as well as in San Diego.

Changes to APM 210

The Academic Senate proposed revisions to the APM involving the addition of mentoring to criteria and assessment, and revisions to evaluation and evidence of teaching effectiveness. Another change is the incorporation of contributions to diversity by librarians. UCAADE had provided management consultation previously and supplied systemwide review comments on the revisions.

Systemwide issues and Campus Reports

UCAADE devoted part of each meeting to updates from members about concerns and activities on their home campuses. Senate Chair Cochran and Vice Chair Steintrager updated UCAADE on issues of concern to the systemwide Senate including transfer issues, effects of the UAW labor agreement with graduate student workers, increasing pressure for fully-online degrees, problems with implementation of large Oracle software purchases, timing of faculty salary increases, implementation of the recommendations from the Mitigating the Effects of COVID-19 on Faculty Report, a joint Senate-Administration Workgroup on the Future of Doctoral Education at the UC, and consideration of ethnic studies as an overlay for high school for UC admission. At the request of Council Chair Cochran, Chair DeSipio served on the Senate/Health Sciences Joint Clinician Workgroup and the Consultation Committee for UCOP's Systemwide Accountability, Fairness and Equity Office (SAFE).

Reports and Recommendations

To the Academic Council:

- Comments in support of proposed Senate Regulation 479 (Cal-GETC) (October 27, 2022)
- Comments in support of proposed amendments to Senate Regulation 630 (November 2, 2022)
- Comments in support of the proposed Presidential Policy on Anti-Discrimination (April 19, 2023)
- Comments in support of the Presidential Policy on Responding to Immigration Enforcement Issues Involving Patients in UC Health Facilities (May 12, 2023)
- Comments in support of the revisions to Academic Personnel Manual Section 210, Review and Appraisal Committees: Mentoring (July 7, 2023)
- Comments in support of revisions to Academic Personnel Manual Sections 710, Leaves of Absence/Sick Leave/Medical Leave (July 7, 2023)
- Concerns regarding the permanent implementation of the Negotiated Salary Program (July 7, 2023)

UCAADE is grateful to have had valuable input from and exchange with the following UCOP and campus consultants and guests over the past year: Vice Provost Douglas Haynes; Director of Academic Program Coordination Patricia Osorio-O'Dea; Associate Vice Provost, Academic Personnel and Programs Amy K. Lee; PFPF Director Mark Lawson, Pamela Jennings, Executive Director, Graduate Studies, Sandra Wulff, Executive Director, Outreach and Educational Partnerships, Cynthia Davalos, Executive Director, Student & Equity Affairs. The committee also thanks the faculty members who served as alternates during the year.

Respectfully submitted,

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