

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

Annual Report 2023-24

To the Assembly of the Academic Senate:

The University Committee on Affirmative Action, Diversity, and Equity met four times during the 2023-24 academic year. In accordance with its duties as outlined in Senate Bylaw 140, UCAADE consulted on policies bearing on diversity, equity for academic personnel, students, and academic programs. Highlights of the committee's discussions and actions are described below.

Consultation with the Office of Academic Personnel and Programs (APP)

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. Next year, the APP will be reorganized into two halves, one dealing with labor relations and the Academic Personnel Manual (APM); the other with academic programs.

COACHE

The UC has a three-year agreement with the Collaborative on Academic Careers in Higher Education (COACHE) Faculty Exit and Retention Survey. Data provided from the survey will help APP focus faculty retention efforts. UCAADE may work with other Senate committees next year to investigate potential DEI concerns regarding retention initiatives such as pre-emptive retention packages and partner hires.

Advancing Faculty Diversity Initiative (AFD)

UCAADE received regular updates on the AFD program, which had \$3M in funding this year. Nine awards were allocated by the program in 2022-23. Three focus on recruitment; the balance on climate and retention. A seven-year program reviewer has been chosen. Faculty were requested to serve on the review committee for AFD proposals. The Spring Convening was held in person again this year at UC San Diego. Chair Burney participated on the AFD Advisory Board this year.

SEA Change

The UC is the first university system to join the STEMM Equity Achievement Change program, or SEA Change. A proposed cut of one-time state funding for this effort would impact its continuation. APP is working to ensure that already-funded components have been implemented in case claw back efforts continue in the State budget proposals. Fundraising activity to support the program is also being considered by campuses.

Changes to APM 210

UCAADE has reviewed revisions to APM 210, Review and Appraisal Committees, providing management review of clarified evaluation criteria for evidence of teaching and mentoring; and providing for contributions to DEI for librarians.

Professor of Teaching

The title Professor of Teaching replaced the title of Lecturers with Security of Employment (LSOE). The Professor of Teaching series is within the ladder-rank series, is growing in number,

and the title recognizes the status of the position. UCAADE remains a strong supporter of Teaching Professor series holding equal departmental voting rights.

Continued Implications of Graduate Student Labor Action

UCAADE discussed potential diversity, equity, and inclusion effects of represented academic labor. Last year's graduate student strike exacerbated previously existing strains across the UC, increasing the need for guidance on faculty engagement with graduate students both as students and academic employees. If the increased costs of graduate student support results in fewer admitted graduate students, negative impacts on the professorial pipeline, faculty research, institutional reputation, and undergraduate educational quality will likely ensue.

Chair Burney participated on the APC Workgroup on the Future of UC Doctoral Programs this year; the committee also consulted with Douglas Haynes, Vice Provost, who reported out on committee activity. He noted that increased costs of academic labor, coupled with decreasing numbers of faculty job openings and growth in non-academic work pathways pressure the UC to support faculty in new ways as they support their graduate students. The diversity of the professoriate and the pipeline to the professoriate vary widely among disciplines. If proposed solutions to the graduate student situation do not include attentiveness to diversity, it will fall by the wayside.

Committee members discussed their home campus responses to these challenges, and reported that without additional funding, departments were likely to both rely on PI funding-based admissions and admit fewer graduate students, imperiling both the diversity of doctoral programs and the provision of undergraduate education.

Consultation with Systemwide Community Safety

In April, Director of the Systemwide Community Safety Office Jody Stiger met with UCAADE. He discussed training of campus police, proposed updates to the Gold Book, increasing campus reliance on Student Affairs community officers rather than sworn police to interact with campus community members, campus climate issues and challenges, and efforts to increase positive interactions between campus police and campus community members. UCAADE affirmed their intent to continue consulting with Systemwide Community Safety to monitor threats to diversity and equity, and to participate in programs supporting a safe and inclusive university for all.

Systemwide issues and Campus Reports

UCAADE received updates each meeting from members about concerns and activities on their home campuses. Senate Chair Steintrager and Vice Chair Cheung updated UCAADE on issues of concern to the systemwide Senate, including effects of the UAW labor agreement with graduate student workers, increasing pressure for fully-online degrees, problems with implementation of large Oracle software purchases, the joint Senate-Administration Workgroup on the Future of Doctoral Education at the UC, the progress of the proposed Regents Policy on Public and Discretionary Statements, the consideration of ethnic studies as an overlay for high school for UC admission, and protest and encampment activities across the divisions.

Service

Reports and Recommendations

To the Academic Council:

UCAADE wrote to Council requesting a systemwide examination of the responses to protests in light of the Robinson/Edley Report. Such examination could be conducted either with an outside agency or a representative sample of the campus community. In addition, the committee will request campuses form ongoing joint administration/faculty/student committees to support engagement around protest actions.

Math Faculty Position Advertisement Platform Discussion

In 2018, the UC adopted “UC Recruit” as the platform for faculty applicants to upload application materials. However, the majority of math departments nationwide use MathJobs, which is efficient and adding applications in addition to UC Recruit is onerous. Therefore many members of the UC math community feel that not using the premier job site for mathematicians might disadvantage the UC in hiring.

- UCAADE discussed proposed responses and key points to be made, such as the need for data collection and evaluation.
- The committee drafted a statement: UCAADE has taken this up as an issue of concern. We read the materials, understand the implications for equity and diversity. We also understand the rationale for centralized oversight of hiring from a diversity lens and will pursue the issue and to whom to share our concerns.

UCAADE opined on the following systemwide review items:

- Proposed revisions to Presidential Policy on Vaccination Programs (December 2023)
- Proposed revisions to Academic Senate Bylaw 55 (Departmental Voting Rights) (December 2023)
- Proposed Academic Personnel Manual (APM) Section 672, Negotiated Salary Program (December 2023)
- The Regents Policy on Public and Discretionary Statements by Academic Units (April 2024)
- Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave (April 2024)
- The Final report of the University of California Systemwide Advisory Workgroup on Students with Disabilities (May 2024)
- Proposed Regents Policy on University of California Diversity Statement (Regents Policy 4400) (May 2024)
- Second Systemwide Senate Review of Proposed Senate Regulation 424.A.3 (Area H) (May 2024)
- Proposed Academic Senate Statement on UC Quality (May 2024)
- Proposed Revisions to APM 016, Faculty Conduct and the Administration of Discipline (June, 2024)

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 UCAADE Annual Report 2023-4

Personnel and Programs Amy K. Lee; Director, Systemwide Community Safety Jody Stiger; Academic Council Chair James Steintrager; Academic Council Vice Chair Steven Cheung; and Academic Senate Executive Director Monica Lin. The committee also thanks the faculty members who served as alternates during the year.

Respectfully submitted,

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