

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

## Annual Report 2018-19

### TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Affirmative Action, Diversity, and Equity (UCAADE) met three times in person and twice via videoconference during the 2018-19 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.

### **Contributions to Diversity, Equity, and Inclusion**

UCAADE's "Recommendations for Statements on Contributions to Diversity, Equity and Inclusion" (jointly authored by the systemwide EEO/AA/Diversity Administrators' Group) was endorsed by the Academic Council and distributed to the Provost and Academic Senate division chairs on February 25.<sup>1</sup> UCAADE spent much of the first part of the academic year refining the recommendations, including soliciting input from UCFW, UCAP, and other committees. Coordination between faculty diversity committees, CAPs, and campus academic personnel offices will be key in fostering a shared understanding of the uses for diversity statements and developing guidelines for assessment. "Contributions to diversity" is not meant to become the "fourth leg" of criteria used for promotion, but rather a thread that runs through a faculty member's teaching, research, and service.

### **Equity Advisors Program**

UCAADE continued to refine the set of recommendations for the Equity Advisors Program. The committee worked with the systemwide EEO/AA/Diversity Administrators' Group to gather information on the different programs. Most, but not all, campuses have some sort of faculty equity advisor program, although there are significant differences among them. The Academic Council discussed the recommendations on June 26<sup>th</sup> and suggested changes for additional accountability, authority, reporting, and senate involvement. Due to timing issues and the lack of consensus on the revised recommendations with the AA/EEO/Diversity Administrators, UCAADE decided to move forward without that group's endorsement. The revised set of recommendations was endorsed with minor revisions by the Academic Council at the July 24<sup>th</sup> meeting.

### **Chief Diversity Officers**

UCAADE has become concerned about the lack of consistency in the roles and responsibilities of the campus Chief Diversity Officers, and the committee discussed how a basic set of responsibilities might be achieved. On most campuses the CDO focuses on student issues and general campus climate. UCAADE is interested in how the CDO can play a role in advancing faculty diversity and retention. The committee met with members of the UCOP Office of Diversity and Engagement to exchange information, and it intends to continue discussions next year.

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<sup>1</sup> <https://senate.universityofcalifornia.edu/files/reports/rm-mb-divchairs-use-of-dei-statements.pdf>

### **President's Postdoctoral Fellowship Program Initiative (PPFP)**

Early in the fall, UCAADE's recommendation to expand the PPFP program was endorsed by Council and submitted to President Napolitano. The committee later learned that President Napolitano has already dedicated \$7.1 million in new, ongoing funding to faculty diversity efforts, including \$2 million for the President's Postdoctoral Fellowship Program dedicated primarily to fund new fellows. Also, more fellows are expected to be hired into UC ladder-rank positions due to last year's elimination of the cap on the number of PPFP hiring incentive awards.

### **Chancellors' Academic Boycott Statement**

In February, UCAADE discussed a potential response to a statement signed by UC Chancellors that expressed their opposition to an academic boycott of Israeli academic institutions. UCAADE sent a letter to the Academic Council noting that the Chancellors' statement gave the appearance of issuing an institutional position on a contentious issue without Senate consultation. UCAADE pointed out the statement's chilling effect, which can negatively impact campus climate. The Committee also expressed concern for the lack of Senate consultation on a matter affecting academic freedom. Such actions undermine the principle of shared governance.

### **UCSF/Dignity Health Proposed Affiliation**

UCAADE members discussed a potential affiliation between UCSF and Dignity Health during an extra videoconference meeting. In addition to being concerned about the lack of detail regarding the affiliation, UCAADE members underscored the gender discrimination that is embedded in the Catholic religious doctrine that governs the operations of Dignity Health. Members also noted the reputational risk of affiliating with a religious institution that is potentially discriminatory toward various populations.

### **Teaching Evaluations Task Force**

UCAP Chair Dan Farber and UCAADE Chair Lok Siu, in consultation with the chairs of CCGA and UCEP, drafted a proposal for a Course Evaluations Task Force. UCAADE discussed the draft charge before it was approved by the Academic Council.

### **Advancing Faculty Diversity through Collective Excellence**

Vice President of Research and Graduate Studies Art Ellis video-conferenced with UCAADE members to discuss the idea of setting up a rewards system based on collective performance to incentivize department-level efforts to advance faculty diversity. In the process of discussing the idea of "collective excellence," UCAADE members determined that department reviews can serve as an important site to assess each department's diversity efforts. UCAADE will continue to explore how department reviews can be made more consistent systemwide and how diversity and climate can be incorporated into the review process.

### **Consultation with Academic Personnel and Programs**

Throughout the year, UCAADE received regular reports from Vice Provost Susan Carlson and her staff on various diversity topics, including the \$2 million provided by the state for a third year to support diversity efforts in faculty recruitment. Toward the end of the year, UCAADE learned that the next funding cycle will offer additional funding to improve campus climate and retention efforts, as well as recruitment. UCAADE members were invited to be part of the proposal review and selection committee.

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

### **Systemwide issues and campus reports**

UCAADE devoted part of each meeting to member reports from each campus and from the student members. UCAADE was also informed about and discussed systemwide issues as provided by Academic Senate leadership.

### **REPORTS AND RECOMMENDATIONS**

- Recommendations for the Expansion of the President's Postdoctoral Fellowship Program (October 22, 2018)
- Recommendations for the Use of Contributions to Diversity, Equity, and Inclusion (DEI) Statements for Academic Positions at the University of California (November 21, 2018 and February 19, 2019)
- UCAADE comments on the Proposed Revised Presidential Policy on Sexual Violence and Sexual Harassment (December 5, 2018)
- UCAADE's Response to the Chancellors' Statement on Academic Boycotts (February 26, 2019)
- UCAADE's Feedback on Program Objectives of CSU/UC Anti-bias Pilot Program (February 26, 2019)
- UCAADE's Feedback on Additional Funding for Faculty Diversity (April 3, 2019)
- UCAADE's Feedback on Proposed UCSF Affiliation with Dignity Health (May 20, 2019)
- Recommendations for Equity Advisor Programs at the University of California (June 24, 2019 and July 22, 2019)

### **PRESENTATIONS**

- Chair Siu spoke at the California State Assembly Committee on Higher Education Hearing on Faculty Diversity on Oct. 23, 2018.
- Vice Chair Lynch presented at the UC Workshop on Faculty Salary Equity Studies on Oct. 31, 2018.

### **REPRESENTATION**

UCAADE Chair Lok Siu served on the Advancing Faculty Diversity Initiative Advisory Group and participated in the CSU/UC Anti-Bias Training Initiative Working Group, the Teaching Evaluations Task Force, the UC Transfer Task Force, and the Roundtable on Incarcerated Students. Chair Siu also represented UCAADE on the Board of Admissions and Relations with Schools (BOARS). Chair Siu and UC Davis member Javier Arsuaga served on a workgroup to develop a systemwide California Hispanic-Serving Institutions Doctoral Diversity Initiative (CA-HSI-DDI).

### **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: Vice Provost Susan Carlson; Deputy to the Vice Provost Pamela Peterson; Diversity, Labor, & Employee Relations Director Amy K. Lee; PFPF Director Mark Lawson; Associate Vice Provost for Diversity and Engagement Elizabeth

Halimah; UC Strategic Diversity Initiatives Manager Tae-Sun Kim; 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,

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