

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

## **Annual Report 2019-20**

### **TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

The University Committee on Affirmative Action, Diversity, and Equity (UCAADE) met four times during the 2019-20 academic year. The last meeting was held via videoconference due to the Covid-19 pandemic shut-down. 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**

UCAADE spent some time this year discussing DEI (Diversity, Equity and Inclusion) statements and the backlash that was occurring on some campuses and in the media. Last year, 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.<sup>1</sup> Provost Michael Brown subsequently forwarded the recommendations to EVCs, Vice Provosts for Academic Personnel, and Chief Diversity Officers. In December, an opinion column by a UC Davis professor that was critical of DEI statements was published in the Wall Street Journal. The column was widely reported on and reprinted, and eventually led to a vote on the UC Davis campus on two resolutions regarding whether to continue using the statements. Some faculty at UC Berkeley were also speaking out against the use of DEI statements for hiring new faculty and in merit reviews. UCAADE members discussed whether and how to respond to the situation. In May, the Academic Council conducted a review of the use of DEI statements, and Academic Council Chair Kum-Kum Bhavnani suggested that any statement from UCAADE wait until the Divisions reported back to her request for information. UCAADE members agreed on the foundational idea that the ability to work with and support a diverse student body is a key competency for faculty at all UC campuses.

### **Advancing Faculty Diversity Initiative**

At each meeting UCAADE members were updated on the Advancing Faculty Diversity (AFD) program, which is now in its fourth year. \$2 million has been provided each year by the California State legislature to support efforts to increase faculty diversity. This year, the state increased its funding to \$2.5 million and President Napolitano allocated \$3 million in ongoing funding. (Due to the Covid-19 crisis, funding from the State is still to be determined.) Past years' funding has been used for faculty recruitment projects that were expected to yield the greatest results and show progress in the one-year timeframe. Last year, the program expanded to include retention and climate efforts, and six campuses were awarded small grants for retention projects. This year, the timeline for projects was extended to two years. UCAADE was given the opportunity to review a draft of this year's RFP before it was sent to the campuses in March. UCAADE members offered suggestions for promoting the AFD funding opportunity more

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

widely, and recommended that the Office of Personnel and Programs consider applications from multiple channels from each campus. Members also discussed broadening the scope of the programs that are funded, including focusing on the graduate student pipeline.

### **Chief Diversity Officers and Faculty Equity Advisor Programs**

UCAADE is concerned about the lack of consistency in the roles and responsibilities of the campus Chief Diversity Officers and is interested in how the CDO can play a role in advancing faculty diversity and retention. At some campuses, the CDO's office manages the campus Faculty Equity Advisor (FEA) program. Last year, UCAADE issued recommendations for FEA programs.<sup>2</sup> In following up on the investigation into the role of CDOs and its recommendations for FEA programs, UCAADE members were asked to report back to the committee on the role and responsibilities of their campus CDO and on the status of faculty equity advisors. The subsequent discussion illustrated the variety among campus structures. This will be an ongoing topic for UCAADE as CDO roles become clearer and FEA programs expand and mature.

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

Last year, UCAADE learned that President Napolitano was dedicating an additional \$2 million from the Office of the President for the President's Postdoctoral Fellowship Program. The funding will be used primarily to fund new fellows, bringing the number of awards up to approximately 26 per year, or a total of 50 supported fellows. The program now receives over 1,000 applications per year. This year, UCAADE learned that President Napolitano was providing \$1.3 million to augment start-up funds for PPFP and Chancellors' Fellows Program (CFP) fellows who are hired into UC ladder-rank faculty positions. With the additional funding and elimination of the cap on the number of PPFP hiring incentive awards, more fellows are being hired into UC ladder-rank positions. The next area of focus for PPFP will be to provide additional early-career support.

### **Food Insecurity and Student Basic Needs Challenges**

Throughout the year, UCAADE discussed basic needs challenges, especially for students, and whether these needs can be addressed in a more systematic and inclusive way. UC, CSU, and the California Community College system have joined together to form the California Higher Education Basic Needs Alliance (CHEBNA) to facilitate coordination and share best practices among the three segments for addressing students' basic needs. UCAADE learned that In January, 2019, the UC Board of Regents formed a Special Committee on Basic Needs that meets regularly and reports to the full board. UCAADE members were surprised at survey results that showed upwards of 40 percent of students have food insecurity issues.

In March, Vice Provost and Chief Outreach Officer Yvette Gullatt joined the UCAADE meeting to talk about student basic needs and food insecurity. Gullatt reported that \$2.5 million is distributed to campuses based on need. There are efforts systemwide to make sure that students who are in need can learn about the programs available to them. UCAADE members mentioned scholarships or donations, but these often end up reducing financial aid. Gullatt also said that tuition is not generally the problem; housing and food are the big expenses and may not be fully covered by financial aid. UC is developing a survey to gather more accurate data.

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<sup>2</sup> <https://senate.universityofcalifornia.edu/files/reports/rm-mb-recommendations-for-equity-advisor-programs.pdf>

### **Extending Faculty Diversity Task Force**

Elizabeth Abrams served as UCAADE liaison to a new Extending Faculty Diversity Task Force. The Task Force was proposed by Academic Council members to take a deeper look into campus diversity efforts, including how multi-campus efforts could compete for funding from the Advancing Faculty Diversity initiative. The Task Force was extended for two years to enable it to develop a formal proposal for the AFD. A liaison with UCAADE will be needed next year.

### **Graduate Student Strike and Funding for Graduate Students**

UCAADE spent some time talking about the “wildcat” strike by graduate students at UC Santa Cruz that started in January. Graduate student instructors who did not release grades for their classes were fired as instructors. Graduate student education is not funded by the State, and with dramatic increases in the cost of housing, the situation is untenable for many.

### **Covid-19 Crisis**

When the Covid-19 pandemic hit, UCAADE discussed the significant challenges with remote learning for people with fewer technological and situational resources. The committee wrote a letter to the Academic Council about its concerns regarding the how the crisis is differentially affecting members of the UC community in ways that negatively impact equity, diversity, and inclusion, and asked that these issues be kept on the Academic Senate’s agenda. UCAADE offered recommendations in each of five areas: 1) Food and housing insecurity among our undergraduate and graduate students, 2) Unequal challenges in participating in coursework and in delivering instruction, 3) Interruptions to doctoral student and postdoctoral scholar progress and funding, 4) Career-shaping disruptions for faculty that disproportionately impact women, especially those who have very young children, and 5) Interruption to UC's efforts to diversify faculty. The letter was unanimously endorsed by Council and distributed to the Office of the President and to campuses.

### **Racism & Policing on UC Campuses**

Following the national response to George Floyd’s murder by the Minneapolis police, the chair of UCAADE collaborated with several Academic Council members to draft a set of recommendations for UC policing, in part by drawing on campus groups’ accounts of issues and demands for changes. UCAADE members collected relevant campus documents and statements that were reflected in the final set of Academic Council recommendations.

### **Additional Funding for Diversity**

President Napolitano has pledged ongoing annual funding of \$7 million for projects focused directly on faculty diversity or “pipeline.” \$2 million goes to the President’s Postdoctoral Fellowship Program and \$2 million goes to programs for recruiting from HBCU (historically black colleges and universities) and Hispanic-serving institutions (HSIs) – including UCs. The remainder is to be used for Advancing Faculty Diversity Initiatives.

### **Joint program on anti-bias training**

UC received funding from the state for a joint program with CSU to produce anti-bias training. There are currently 1,600 students, administrators, and faculty leaders who are being trained in “disrupting bias” and responses to micro-aggressions. The initial cohort will train others. (UCAADE provided feedback on the proposal last year.)

## **Systemwide issues and campus reports**

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

## **REPORTS AND RECOMMENDATIONS**

### *To the Academic Council:*

- Feedback on Revised Policy and Procedures on Curation and Repatriation of Human Remains and Cultural Items (October 16, 2019)
- Recommendations regarding the UC presidential search process (October 22, 2019)
- Comments on the Proposed Revisions to Academic Personnel Manual (APM), Section 120, Emerita/Emeritus Titles (February 19, 2020)
- Comments on Report on the Working Group on Comprehensive Access (February 19, 2020)
- Comments on BOARS Recommendation to Eliminate the ACT/SAT Essay Requirement (March 20, 2020)
- Comments on the Report of the Academic Council's Standardized Testing Task Force (STTF) (March 23, 2020)
- Comments on the Proposed Presidential Policy Gender Recognition and Lived Name (April 23, 2020)
- Concerns about COVID-19 Impacts (June 16, 2020)

### *To the Teaching Evaluation Task Force:*

- Comments on the draft "Recommendations for Evaluating Teaching Effectiveness" from the UC Teaching and Learning Group and input on the work of the Teaching Evaluation Task Force (May 7, 2020)

### *To the UC Berkeley Vice Chancellor for Research:*

- Concerns about the Proposed Closure of the UC Berkeley Institute for the Study of Societal Issues (July 13, 2020)

## **REPRESENTATION**

UCAADE Chair Mona Lynch and Vice Chair Javier Arsuaga served on the Advancing Faculty Diversity selection committee. Chair Lynch served on the Academic Council's Standardized Testing Task Force, the Teaching Evaluations Task Force, the Hispanic Serving Institutions Doctoral Diversity Initiative selection committee, and the organizing committee for a systemwide meeting of Faculty Equity Advisors. UC Merced representative Asmeret Berhe served on an Interim Working Group that developed a charge and recommended members for a Climate Crisis Task Force. UC Santa Cruz representative Elizabeth Abrams served on the Extending Faculty Diversity Task Force.

## **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, Academic Programs Director Patricia Osorio-O'Dea, PFP Director Mark Lawson, and Vice Provost Yvette Gullatt. The committee also thanks the faculty members who served as alternates during the year.

Respectfully submitted,

Mona Lynch, Chair  
Javier Arsuaga, Vice Chair  
Susan Schweik (B)  
Jose Torres (D)  
Louis DeSipio (I)  
José Luiz Passos (winter), Antoinette Gomes (spring) (LA)  
Asmeret Berhe (M)  
Xuan Liu (R)  
Michael Trigilio (SD)  
Errol Lobo (SF)  
Melissa Morgan Consoli (SB)  
Elizabeth Abrams (SC)  
Caleb Dawson, Graduate Student Representative  
Natalie Lopez, Undergraduate Student Representative  
Kum-Kum Bhavnani, Chair, Academic Senate (*Ex Officio*)  
Mary Gauvain, Vice Chair, Academic Senate (*Ex Officio*)  
Joanne Miller, Committee Analyst