

University Committee on Affirmative Action, Diversity, and Equity (UCAADE) Annual Report 2020-21

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Affirmative Action, Diversity, and Equity (UCAADE) met four times during the 2020-21 academic year via videoconference. 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.

COVID-19 Crisis

The continued COVID-19 crisis garnered much of UCAADE's attention. Ongoing challenges of remote learning for students facing technological difficulties, caregiving responsibilities, and mental health challenges were discussed extensively. With UCFW, UCAADE created a set of recommendations for mitigating COVID-19 impacts on faculty advancement, morale, work-life balance, and dependent care responsibilities. The recommendations included immediate steps the University could take as well as long-term, structural changes to support equity, inclusion, recruitment and retention. The recommendations¹ were endorsed by Council and sent to President Drake. Provost Brown formed a workgroup comprised of Academic Senate representatives, including the UCAADE chair and campus leaders. The trifold charge for the group included: reviewing the 15 immediate recommendations; creating an inventory of all actions and pronouncements made on campuses; and advising on the best methods to measure the negative impacts of the pandemic and progress moving through them. The Working Group plans a report with recommendations for action in December.

Statements on Contributions to Diversity, Equity, and Inclusion

UCAADE worked with UCAF on a clarified and expanded version of the January 2019 recommendations for the use of Diversity, Equity, and Inclusion (DEI) statements in hiring and promotion, jointly authored by UCAADE and the systemwide EEO/AA/Diversity Administrators' Group. The revised document includes new best practices emphasizing that questions put to faculty members and applicants about DEI contributions should focus on the actions, experiences, or plans of the individual and should not assume there is a correct point of view or "right answer"; that faculty have the primary responsibility for evaluating DEI contributions within their discipline; that faculty hiring and review committees, not administrators, should create and employ the rubrics to judge DEI statements; and that neither the administration nor Senate should establish fixed DEI rubrics and numerical grading systems for search and review committees. The Academic Council endorsed the revised document in June. Subsequently, UCAADE asked the EEO/AA/Diversity Administrator's Group to review the revised document prior to its distribution.

Department of Graduate, Undergraduate, and Equity Affairs (GUEA)

In October, Vice President and Vice Provost Yvette Gullatt and Associate Vice Provost Liz Halimah provided an update on UCOP's internal restructuring of units focused on student academic success and institutional equity. The restructuring combined the departments of Diversity and Engagement,

¹ https://senate.universityofcalifornia.edu/_files/reports/mg-md-mitigating-covid-impacts-on-faculty.pdf

Student Affairs, Graduate Student Affairs, and the Innovative Learning Technology Initiative (ILTI), to form the Department of Graduate, Undergraduate, and Equity Affairs (GUEA). GUEA focuses on student readiness programs such as Mathematics, Engineering, Science, Achievement (MESA); the Puente Project; UC Leads; the UC-Historically Black Colleges and Universities Initiative (UC-HBCU); and the UC Hispanic-Serving Institutions Initiative (UC-HSI). Director Pamela Jennings also updated UCAADE in June on GUEA initiatives to add and diversify faculty and graduate students, through programs such as the President's Postdoctoral Fellowship Program (PPFP), grants to departments for diversity hiring, and Grad Slam, an annual research competition, professional development and outreach event. UCAADE learned that the Presidential Pre-Professoriate Fellowship, offered through the UC-HSI Doctoral Diversity Initiative, along with the Growing Our Own and Diversifying the UC PhD Pathways Initiatives, are showing some positive effects.

Advancing Faculty Diversity Initiative

At each meeting UCOP updated UCAADE on the progress of the Advancing Faculty Diversity (AFD) program, now in its fifth year. UCAADE learned that UCOP cut the AFD budget 10 percent this year, due to COVID-19 budget concerns and converted all awards to two-years to provide ample time to fully use of grant funds. Several AFD project proposals focus on faculty recruitment, climate improvement and retention efforts, and five include at least two campuses. For AY 2021-22, the program has a \$3M budget, with hopes for additional state money. UCAADE understands that measuring the long-term impact of the program has been challenging, because most awards have funded short-term proposals.

Faculty Equity Advisors

UCAADE discussed the roles and responsibilities of Faculty Equity Advisors (FEAs) on UC campuses, and received updates on the program from Vice Provost Susan Carlson. UCAADE was concerned that the roles of FEAs differ widely across campuses. Some campuses FEAs are appointed by administrators and report to Deans, while others report to campus Equity and Inclusion administrators. Some FEAs are also administrators, and can find their dual roles challenging. UCAADE was also concerned that FEAs might experience expanding areas of responsibility, and systemwide clarification of their expected roles would be helpful. UCAADE plans to revisit its August 2019 recommendations for FEAs² to ensure they remain relevant as FEA programs expand and mature.

President's Postdoctoral Fellowship Program Initiative (PPFP)

In October, UCAADE received an update from PPFP Program Director Mark Lawson about the status of the program, whose mission is to support postdoctoral fellows who will contribute to overall University diversity through up to two years' salaried postdoctoral research appointments. Due to the ongoing COVID-19 crisis, program activities were held remotely. The Spring Academic Retreat had higher than usual attendance, and the format created cost savings. GUEA Executive Director Pamela Jennings noted in June that the program is having positive effects on professorial diversity. This year, the program has hired at least 25 faculty members, including eight humanities hires added through the Mellon Fellowship.

Campus Policing

² https://senate.universityofcalifornia.edu/_files/reports/rm-mb-recommendations-for-equity-advisor-programs.pdf

UCAADE sent comments³ to the Academic Council in April in response to the systemwide review of proposed Revisions to Universitywide Police Policies and Administrative Procedures (the "Gold Book"). UCAADE expressed a variety of concerns about the revision and general opposition to the Gold Book policies as inappropriate for a university environment and inconsistent with national conversations about policing. UCAADE was particularly concerned about the lack of representation of faculty/students/staff, or consultation with campus experts in policing, such as Public Safety Advisory Committees, the lack of provisions for implicit bias training, and a perceived emphasis on militaristic training of campus police. UCAADE also recommended banning firearms as standard equipment for campus police. In June, UCAADE submitted comments⁴ to the Council on a draft Presidential Campus Safety Plan.

Neurodiverse Students

UCAADE met with representatives from the UC Davis Aggie Neurodiversity Committee, whose goal is to create awareness across campuses about neurodiversity, to discuss research background and policy suggestions for making UC a more welcoming place for neurodiverse students with atypical neurological function, including those on the autism spectrum, with ADHD, or dyslexia. UCAADE authored a set of recommendations on neurodiversity⁵ to Council which Council approved and forwarded to the Provost.

Mentorship

UCAP consulted UCAADE on proposed revisions to APM 210 that incorporate new language concerning the consideration of mentorship in the file review process for various academic series. UCAADE provided feedback to UCAP and supported the revisions, noting that mentorship duties often impact female, minority, and early-career faculty to a greater degree than others. Council approved UCAP's recommendation for a systemwide review of the recommendations.⁶

Affiliations with Ethical and Religious Directives (ERDs)-affected Catholic Hospitals

UCAADE discussed UC's existing and proposed affiliations with hospital systems following ethical and religious directives (ERDs) that include policy-based restrictions on health care. In June, UCAADE received a briefing on the history of UC Health hospital affiliations from UCFW-HCTF member Professor Lori Freedman, who noted causes for such affiliations and concerns regarding them. UCAADE generally opposed such affiliations, but agreed to wait until the Regents addressed the issue before taking a public stance.

Systemwide issues and campus reports

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

REPORTS AND RECOMMENDATIONS

To the Academic Council:

- Concerns regarding proposed systemwide curtailment program (October 30, 2020)
- Recommendation that the University increase funding support for the UC-HIS DDI (April 13, 2021)

³ https://senate.universityofcalifornia.edu/_files/reports/mg-md-gold-book-revisions.pdf

⁴ https://senate.universityofcalifornia.edu/_files/reports/mg-md-campus-safety-plan.pdf

⁵ https://senate.universityofcalifornia.edu/_files/reports/mg-mb-recs-neurodivergent-students.pdf

⁶ https://senate.universityofcalifornia.edu/_files/reports/mg-sc-revisions-to-apm-210-mentoring.pdf

- Non-endorsement of UCAF Letter on DEI Statements (April 22, 2021)
- Comments on the “Gold Book” proposed revisions (April 22, 2021)
- UCAADE/UCAF Joint recommendations on the use of DEI statements in faculty hiring and review (June 8, 2021)
- Statement requesting actions to make UC a more welcoming place for neurodiverse students (June 16, 2021)

To the UCSC Provost and the Chair of the UCSC Academic Senate:

- An endorsement of the proposal by the UCSC CAAD to implement the Faculty Equity Advisor (FEA) program on their campus (February 18, 2021)

REPRESENTATION

UCAADE Chair Javier Arsuaga served on the Provost’s Task Force on Mitigating the Impact of COVID-19 on Faculty and the Advancing Faculty Diversity Advisory Committee. UCAADE Vice Chair Daniel Arsuaga served on the BOARS Ethnic Studies Working Group.

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, Director of Academic Program Coordination Patricia Osorio-O’Dea, UC Davis graduate students and representatives Patrick Dwyer, Kristin Mifsud, Erica Mineo, Chris Lindholm, Dierdre Spillane-Jiminez, UC Davis Professor Luis G. Carvajal-Carmona, UCSF Professor Lori Freedman, PFPF Director Mark Lawson, Graduate Studies Executive Director Pamela Jennings, Associate Vice Provost Liz Halimah, and Vice President and Vice Provost Yvette Gullatt. The committee also thanks the faculty members who served as alternates during the year.

Respectfully submitted,

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 Daniel Widener, Vice Chair
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