

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 via videoconference 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

UCAADE met with the Systemwide Equal Opportunity/Affirmative Action Administrators Group (EO/AA) to discuss changes made to the recommendations on the use of DEI statements approved by Council in January 2019. In addition, UCAADE met with the University Committee on Academic Freedom (UCAF) and discussed the updated statement. UCAADE agreed on a final version of the document in consultation with UCAF that did not include language from EO/AA, as the final statement is concerned only with faculty. This clarified and expanded version of the January 2019 recommendations was approved by Council in May and sent to the Provost.

Discussion of Expansion of Senate Membership

UCAADE discussed Unit 18 lecturers' and UC Health clinical faculty's interest in Senate membership. Unit 18 Lecturers will renegotiate their current contract, which does not include Senate membership in 2026. Senate membership may resurface as an issue. The committee held that Senate membership may not address dissatisfactions felt by many clinical faculty, and that pressure to address equity issues would address dissatisfactions more satisfactorily.

Instructional Modalities and DEI Issues

In the wake of COVID-driven online instruction, and varying modalities and accommodations last year, student groups have called for student groups called for universal hybrid instruction and mandatory lecture recording. They referenced accommodations made by campus Students with Disabilities Services offices. In addition, the University faces pressure to provide all-online undergraduate degrees, as increasing student numbers strain available resources. UCAADE discussed the issue, acknowledging that students least able to attend in-person classes due to various barriers also were often unable to access classes remotely. Hybrid teaching is not a realistic approach without a large infusion of funds and capital improvements. UCAADE concluded that residency has tremendous educational value. On the other hand, students experiencing barriers to residency need access. Accommodations are one part of access, and as was experienced during the pandemic, remote instruction can be a kind of access. UCAADE will revisit the issues next year.

Achievement Relative to Opportunity (ARO)

UCAADE discussed implementation of the Joint Senate-Administration Mitigating COVID-19 Impacts on Faculty Working Group Final Report, with special attention regarding ARO during faculty evaluations. The committee noted that COVID impacts were not equally distributed among faculty, with faculty of color, female faculty, faculty suffering from “Long COVID,” and faculty with caregiving obligations disproportionately affected. The committee noted that COVID-19 impacts are likely to continue for years, and supported a request to amend the APM to reflect adoption of ARO. Senate Leadership requested that UCAADE suggest best practices for use.

Hispanic Serving Institutions Doctoral Diversity Initiative

In September, the Office of the President announced the release of the University of California-Hispanic Serving Institutions Doctoral Diversity Initiative (UC-HIS DDI). The program includes two components: competitive grant awards supporting short- and long-term programs to expand pathways to the professoriate for underrepresented minorities, and funding to support graduate student preparation for the professoriate.

Presidential Post-Doctoral Fellowship Program (PPFP) Update

In October, Presidential Post-Doctoral Fellowship Program (PPFP) Director Mark Lawson updated UCAADE on the program’s progress. The program has grown, with 38 award recipients in 2021. UC has partnerships with other universities to run similar programs on proprietary UC platforms. At least 40 percent of program participants go on to ladder-rank faculty positions at the University of California. The national average of ladder-rank faculty position achievement for postdoctoral graduates ranges from 10-20 percent. PPFP hires have outperformed open search hires at the UC with respect to achieving tenure and retention at 10 years post-hiring. The program pivoted to online activities due to the ongoing COVID-19 pandemic, and provided fellows with \$750 to translate their work to remote platforms. In addition, the Andrew Mellon UC-HSI Humanities Initiative grant provides three million dollars a year for five years to support additional fellows in humanities and related disciplines and to augment hiring of fellows in humanities at the six UC HIS-designated campuses.

Faculty Home Mortgage Programs

Jennifer Mays, Director, Office of Loan Programs, and Jill Hollenbach, Chair, UCFW, joined UCAADE for information about and a discussion of the UC Employee Housing Assistance Program. The program is intended as a recruitment and retention tool for faculty and senior managers. UCAADE noted concerns about equitable distribution of discretionary funds, especially as funding decisions often appear to be made at the chair level on campuses. In addition, the extreme constraint of the housing market blunts the effectiveness of the loan programs. UCAADE requested by campus demographic data information for those who request loans as well as those who receive them.

Consultation with the Office of Academic Personnel and Programs

Throughout the year, UCAADE received regular reports from Academic Personnel Vice Provost Susan Carlson on various topics at each meeting. Ongoing projects and special topics included:

Advancing Faculty Diversity Initiative (AFD)

UCAADE received regular updates on the AFD program, now in its sixth year. A five-year review noted that 146 faculty have been hired through this effort. Of the hires, 50 percent have been women, versus 46 percent of all faculty hires, and 34 percent are URM faculty, versus 19 percent among all other hires. UCAADE was informed that this year, the program allows campuses to propose adopting successful programs from other campuses.

Collaborative on Academic Careers in Higher Education (COACHE) Survey

The results of the 2019-20 and 2020-21 Faculty Retention and Exit Surveys were presented to UCAADE. The UC represented one third of all institutions responding to this survey of faculty satisfaction. Differing reasons for considering competing employment offers were reported, with variation among faculty by gender, URM status, and discipline. UCAADE noted that requiring a competing offer in order to receive counteroffers results in more faculty departures than would occur if the University could allow preemptive retention offers. Socialization of Achievements Relative to Opportunity (ARO) principles in faculty evaluation could positively affect faculty satisfaction.

STEMM Equity Achievement Change Program (SEA Change)

UCAADE received updates on the American Association for the Advancement of Science's SEA Change Program, focusing on eliminating systemic barriers to participation in science, technology, engineering, mathematics and medicine, collectively known as the STEMM fields. By the end of the academic year, all ten campuses had joined the program, which provides a framework to bring evaluators to campuses to rate campus diversity and equity efforts. Campuses will report progress and outcomes in fall 2023, and UCAADE anticipates ongoing updates about the program's impact.

Proposed Presidential Policy on Abusive Conduct and Bullying in the Workplace

Vice Provost Carlson noted that the second round of comments on the proposed Presidential Policy on Abusive Conduct and Bullying in the Workplace would be of interest to UCAADE. Comments are due next year.

Systemwide issues and Campus Reports

UCAADE devoted part of each meeting to updates from members about concerns and activities on their home campuses as well as regular updates from Senate Chair Horwitz and Vice Chair Cochran on issues of concern to the systemwide Senate.

Reports and Recommendations

To the Academic Council:

- For reconsideration, an updated document that covers policies regarding the use of DEI statements in hiring and promotion. (April 19, 2022)
- Comments in support of the Presidential Policy on Affiliations with Certain Healthcare Organization (May 10, 2022)
- Comments in support of Systemwide Review of Proposed Revisions to Academic Personnel Manual Sections 715, Leaves of Absence/Family and Medical Leave (APM - 715) and 760, Family Accommodations for Childbearing and Childrearing (APM - 760) (May 10, 2022)
- Concerns regarding the Report of the Negotiated Salary Trial Program Phase 2 Taskforce (July 19, 2022)

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; Associate Vice Provost, Academic Personnel and Programs Amy Lee; Analyst, Academic Personnel and Programs Janiene Thiong; UCFW Chair Jill Hollenbach; Director, Office of Loan Programs Jennifer Mays; PPFP Director Mark Lawson. The committee also thanks the faculty members who served as alternates during the year.

Respectfully submitted,

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