

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY, AND EQUITY

Meeting Minutes

Wednesday, June 15, 2016

Videoconference

I. Chair's Welcome – Chair Colleen Clancy

Meeting minutes from April 21, 2016 were **approved**.

Before the start of the meeting, Chair Colleen Clancy sent a letter for UCAADE's immediate review. The letter was from UCAADE to Academic Council Chair Dan Hare with UCAADE's response to the systemwide review for changes to the APM in certain Clinical Series titles. The idea behind the proposed changes was to distinguish differences between series. The changes would add "research/creative activities" requirements to those whose primary duties are clinical teaching and clinical practice. Clancy asked for suggestions to the letter before it is to Chair Hare later in the day.

There has been no response yet from Provost Dorr on the PFP Best Practices document authored by UCAADE and sent by Academic Council January.

II. Faculty Exit Survey Update

Kiernan Mathews, COACHE Director and Principal Investigator

Susan Carlson, Vice Provost for Academic Personnel and Programs

COACHE Director Kiernan Mathews and Vice Provost Susan Carlson joined the videoconference to talk about the Faculty Exit Survey collaboration currently underway at UC. The survey was sent out last spring at six campuses and has seen a 60% rate of return. An all-day roundtable will be held on June 28 at UC Irvine to review the results of survey and delve into issues around faculty retention. The report will provide aggregate data, since there's not yet enough to be meaningful on a campus-by-campus basis. To maintain anonymity, the public report won't mention UC, but rather will refer to a "pilot study." Issues for consideration include the search process, impact of outside offers, and the various reasons that faculty stay or leave, including spouse/partner considerations and counter-offers.

Mathews provided some detail about the collaboration. Currently at the analysis and reporting stage, the study includes 15 months of collaboration with UC after years of work leading up to the actual survey. The sample used is from the 2014-15 academic year – the survey must be completed within a year of departure from an institution. COACHE is working to standardize the data so that comparisons can be made, and has developed a data dictionary of 100 variables that go beyond the standard financial and bibliographic. The goal is to understand causes and patterns of faculty mobility, including faculty who were retained.

Ideally, Carlson would like to see campuses implement the survey every year, but UC is not mandating it because there is a cost. Six participating campuses is good, but more would be even better.

Mathews showed a high-level chart comparing the number of faculty who stayed compared to those who left and detailed graphs that included factors considered in the decision to stay or leave. The survey asked

respondents to identify their top factors considered, and also to rank them by importance. Salary wasn't necessarily always at the top, although salary was most frequently cited as reason to leave.

Dr. KerryAnn O'Meara, Director of the University of Maryland's ADVANCE Program, is expected to more mining of the data.

Health science campuses are included in UC's data. Campuses that are not currently part of the study but want to get involved can do so via their Office of Academic Personnel. The cost is a few thousand dollars per institution; COACHE anticipates formulating an annual subscription model that will allow participants to come and go as budgets allow.

While the response rate was high overall, there is some concern about specific campus response rate, especially among underrepresented minority faculty, and in particular for those successfully retained. Mathews agreed that although the response rate is high, the sample of URM numbers is small.

III. Follow-up from last meeting

1. Faculty salary equity analysis

Committee members decided to circulate and get additional reviews on the Faculty Salary Equity draft document, and then send it to Academic Council in September.

2. Anti-discrimination policies

Before the start of the meeting, Vice Chair Amani Nuru-Jeter sent a document summarizing the work of the UCAADE subcommittee that is looking into UC's anti-discrimination policies. The group based its work on the compilation of discrimination-related policies related to sexual harassment that was prepared in support of the Joint Committee of the Administration and the Senate on Faculty Discipline focusing on sexual violence, assault, and harassment.

Subcommittee members reviewed the policies and jointly came up with a few potential areas to pursue. Since there are several large areas for investigation, it was suggested that UCAADE inquire with campus CAADs (or equivalent) about their priorities. Nuru-Jeter will draft a memo that can be distributed via UCAADE members or directly to campus CAAD chairs.

The potential areas to examine for next year included:

- Three year time limit for reporting grievances.
- Differences in accountability/procedures between sexual harassment and discrimination violations.
- Follow up on [Moreno Report](#) recommendations to find out what's been done and what more might be needed.
- Emphasis on diversity numbers without sufficient attention to campus climate.

The subcommittee is open to feedback about anything else to pursue. Nuru-Jeter will consult with UC Berkeley's Karie Frasch and the EEO/AA/Diversity Administrators group. It might also be worthwhile to include the University Committee on Faculty Welfare (UCFW) in preliminary discussions.

There was a suggestion to refrain from aligning with campus climate follow-up reports that are being done by Student Affairs and are due to UCOP in spring, 2017.

Action: Nuru-Jeter will edit the document and prepare a memo for UCAADE so that members can share with divisional CAADs and ask for campus input on priorities. Since the committees do not meet in the summer, the memo will request feedback *via email* by the end of July.

IV. Consultation with Academic Senate Leadership

The May Regents meeting included:

- Responses to the state auditor report.
- An update on the President's housing initiative to develop more student housing, and the difficulty of doing anything without general obligation bonds. Analysis shows that student housing needs to be 20-40% below market rate, which is difficult to do in public-private partnership (the current way of thinking about student housing construction).
- Chair Dan Hare's [remarks](#) to the Regents focused on admissions policies.
- The Regents heard a presentation on total financial aid. Costs are exceeding the aid provided.
- The Regents heard a presentation on the [Diversity chapter](#) of the Accountability Report.
- The Regents' are considering changes in their governance structure that would reduce the number of committees to six from the current ten. The intent is to be more efficient and enable the committees to meet individually on the first day of the meeting and then bring committee reports to the full committee on the second day. The Regents are also eliminating all Standing Orders by moving all Standing Orders into Bylaws or Regents Policies. The Academic Senate's delegated authority, which is included in the Standing Orders, will most likely become part of the Bylaws.

The California budget passed by the legislature included 4% base budget adjustment for UC. \$18.5 million is being provided for UC to admit an additional 2,500 students. While this amount provides less than the State's share of the marginal cost of instruction (which is \$10,000), it is more than the amount per student provided in the last budget that required UC to admit an additional 5,000 students.

Senate leaders are thinking about metrics that would show the impact on the quality of a UC education as thousands more students enter the system without adequate financial support that would be able to provide the needed classrooms, labs, advisors, housing and medical services. UCPB will be considering this topic in early fall.

New Vice Presidents for Research and Graduate Studies and for Student Affairs should be in place before the start of the academic year.

V. Campus reports

UCSF: UCSF's Equal Opportunity Committee is working collaboratively with CAP to introduce diversity resources in the Faculty Handbook for Success, which is frequently downloaded. The committee has not done much follow-up with the faculty salary survey, but it could be back on the agenda for next year. They are talking to campus leaders about collaboration with Faculty Welfare (for example) in doing a better job in getting the data needed. The incoming vice chair of SF's EOC will be the representative to UCAADE.

Merced: Merced is initiating a faculty equity advisor program and following up on changes to the guidelines for selection and appointment of endowed chairs. Candidates for faculty positions at UCM now need to write a diversity statement, but the question has come up about how to evaluate the

statement. How do search committees know if it's good? This has come up on other campuses, some of which have departments that require a diversity statement (no others seem to have a campus-wide requirement).

Santa Barbara: Salary equity studies from other campuses were used to make recommendations to UCSB's Vice Chancellor for future studies. The committee is starting to talk with the committee on faculty welfare about lack of support for faculty orientation (such as cost of living, salary) and retirement advice (at the other end). The campus committee is also working with CAP on "contributions to diversity." If UCAADE members have sample statements of contributions to diversity, please send to Beth Schneider (schneider@soc.ucsb.edu). UCSB faculty were asked to pay more attention to campus climate for students.

Berkeley: As Berkeley deals with tremendous budget issues, the campus committee will be involved in how cuts would affect underrepresented minorities and women, and making sure they won't adversely affect hiring and retention. There is a new Chancellor's Committee on Sexual Violence and Sexual Harassment. A letter regarding diversity across the UCs was sent from the California Latino Legislative Caucus to UC President Janet Napolitano and UC Regents Chair Monica Lozano. [Committee member Lok Siu forwarded the letter to UCAADE.]

Santa Cruz: UCSC held a public town hall event called "Beyond Compliance" that focused on the culture around sexual harassment. Committee discussions have included concerns about disparate treatment and disparate impact, implicit bias and teaching evaluations, and rubrics around contributions to diversity in the personnel review process (different from the hiring process). With the faculty welfare committee, CAAD is looking into family-friendly policies, affordable childcare and housing. UCAADE member Miriam Greenberg is involved in a study for Santa Cruz County on housing affordability.

Meeting adjourned at: 12:00

Meeting minutes prepared by: Joanne Miller, Committee Analyst

Attest: Colleen Clancy, UCAADE Chair