

Minutes of Meeting

Thursday, January 15, 2015

I. Chair's Report

Chair welcomed the members to the first UCAAD meeting for 2015. The committee will experiment with break-out groups later in the day. Members introduced themselves and briefly reported on issues at their campuses. Vice Chair Clancy announced that Chair Lopez-Carr has been elected to the American Association for Advancement of Science. Chair Lopez-Carr described several APM policies that were discussed during the last Council meeting. Council voted against the proposed revision of APM 210-1-d. Chair Lopez-Carr stated that diversity should be valued and this does mean a monetary award.

Vice Chair Clancy described the UC Undergraduate Completion Conference. The BOARS proposal to change the eligibility criteria to "9x9" is off the table. UCAAD had suggested that eligibility in the local context should not be changed.

Discussion: The UCI representative is on a joint Senate/Administration that is engaged in a salary equity study. UCLA is looking at salary equity and the local committee will review that. There is search for Vice Chancellor for Equity Diversity and Inclusion and the local committee was not initially included in the interview process even though this vice chancellor will be an ex officio member of that committee. The committee is also making the case that it should be represented on the Executive Committee at UCLA. The vice chair emphasized that diversity is integral to the mission of the University. It was noted that UCAAD has previously discussed creating a database of all resources for anything related to diversity and equity. UCD's committee is working on a database that will have local resources. The committee would like to have password protected and searchable repository of materials. Members would like the permissions for SharePoint to be updated by the analyst and UCAAD's public website does not have current resources.

The UCSF committee focuses on faculty issues, including the issue of contributions to diversity. The discussion about APM 210 has touched on the concern about "double dipping" and the local committee is hoping to work with the UCSF CAP on this matter through including clarifications in the campus' Faculty Handbook document. The committee will be working with the Office of Diversity and Outreach (that comprises of the Office of Affirmative Action) at the local campus in reviewing faculty gender and racial ethnic distribution data, and will follow up with the findings from Salary Equity Report. The Committee issued a response statement in December 2014 to the grand jury verdicts related to police officers with the goal of encouraging campus leadership to further promote a climate of inclusion on UCSF campus.

UCSC's committee has been looking at the effect of target of excellence hires on diversity, the concern being that these hires decrease diversity. Candidates will be asked for statements on diversity. The committee is also discussing micro-aggressions and campus climate. UCSB's new Executive Vice Chancellor constituted an advisory group to plan a new equity study. The committee has been working with the campus CAP on contributions to diversity. The campus climate survey implementation team will be looking at the data on faculty to identify any issues for the CDE to discuss. The black students at UCSB have made demands that are being considered by the administration but some of the recommendations would be costly to implement.

UCR has a new chancellor and provost. There are plans for 300 faculty hires in the next few years and departments will be encouraged to increase diversity. The UCM Senate has approved splitting the diversity and equity committee from the faculty welfare committee. UCSD's diversity committee meets with the chair of CAP every year. UCSD has a faculty equity advisor that reviews the language that is used and the candidate pools, and the local committee monitors the advisors' work. Members discussed how the campus policy work with student volunteers to monitor the activities of various groups. The history of the changes to APM 210-1-d was

reviewed by the chair. Members agree that the wording of the policy is unclear and that how to evaluate contributions to diversity is unclear. Some members agreed that better wording should be found. Evaluations will be different for faculty in different disciplines. The point was made that some faculty may be unaware of the kind of work that is being done to contribute to diversity. Deans and chairs are well-positioned to identify the faculty members who are working on diversity related issues. A member suggested that departments could have equity officers to monitor issues and activities related to diversity.

II. Consent Calendar

Action: The agenda and minutes were approved.

III. UCAAD's Role Relative to UCOC

- Todd Giedt, Associate Director, Academic Senate

Associate Director Giedt described the UCOC process for recruiting vice chairs and chairs.

Discussion: It would be helpful for UCAAD members to work with their campus committees. Associate Director Giedt agreed to provide UCAAD with an update on UCOC's appointments at the April meeting.

I. BOARS Liaison Report

This item was not discussed.

II. Report: President's Advisory Council on LGBT Students, Faculty and Staff

This item was not discussed.

III. Consultation with Academic Senate Leadership

- *Mary Gilly, Chair, Academic Council*
- *Dan Hare, Vice Chair, Academic Council*

Chair Gilly reported that Governor Brown appointed two new members to UC's Board of Regents the day before the Board's last meeting. The governor proposed five strategies that would eliminate the need for a tuition increase. There is a faculty engagement plan intended to make sure that faculty are aware of what is occurring. The 5% tuition increase will not alleviate UC's budget problems. The timing of the admissions of students, the governor's special committee and the legislative process is unclear. There will be an update to the Regents on the recommendations from the Commission of the Future. Last year there was a breach at the national lab in New Mexico and UC anticipated a fine that would reduce the budget from \$60M to \$40M but the budget will just be \$6M.

The plan for a systemwide human resources system, UC Path, has been delayed. The anticipated roll out date for UC Path at UCOP was January 1st but that has been postponed indefinitely. UC Path has been a costly endeavor. Chair Gilly reported that there is a constitutional amendment to take away UC's autonomy. During an ICAS meeting, the CSUs and community colleges provided examples of the problems created by legislation. In some cases, the cost of a unit went from \$100 to \$1K. Another issue is that the AA for transfers is now the pathway for transferring into UC. UC is working on the problem of different requirements for the same major at different UC campuses. There is legislation for baccalaureate degrees at the community colleges. At least fifteen community colleges will offer these degrees. UC is questioning whether if there is employer or student demand for these particular degrees. There is an effort to distribute more information about P&T' processes. Chair Gilly recommended that UCAAD discuss with Vice Provost Carlson ways to advance some of the committee's objectives.

Discussion: It is not clear if capping out of state enrollment would occur at the campus or systemwide levels. Some of the governor's proposals would essentially kill higher education. The legislators are proposing increased funding for enrollment but the governor can veto any proposals. Last year the governor vetoed a funding proposal for UC and a week later he approved a \$200M tax break for the film industry. The committee asked for clarification about whether a campus committee can publish a document without approval of the divisional chair. Committee members can send letters to the media but as private citizens. The committee discussed the need to involve parents in advocating for UC. Students should be encouraged to lobbying their local legislators. Stakeholders whose interests are aligned should work together to lobby the state as a way to shift the debate. The committee discussed concerns about past recommendations related to APM 210-1-d not being implemented.

I. Issues of Interest to UCAAD

This item was not discussed.

II. Discussion: Possible Systemwide Committee Name Change

Chair Lopez-Carr suggested that “equity” could be added to the committee's name.

Discussion: Members agreed that “equity” should be added to the committee's name and voted unanimously in support of the name change. The chair proposed drafting a UCAAD mission statement that the committee will vote on in April. The analyst directed the committee to the Regents' statement on diversity.

Action: The chair and UCSD representative will work on a draft mission statement.

III. Consultation with the President's Office

- *Susan Carlson, Vice Provost, Academic Personnel*
- *Amy K. Lee, Diversity, Labor, and Employee Relations Director*

The vice provost described the theater production that deals with micro-aggressions. Academic Personnel is working with each campus to adjust the presentation to each campus's climate. UCD is preparing a round table on April 10th that will focus on faculty review as well as work life balance. Campuses have been given until the end of January to complete their campus climate surveys. Several campuses have put a lot of effort into their reports. A singular dataset that has the demographics of the faculty who are recruited and eventually the system will have the capacity to analyze CVs. Funding from the NSF is being sought by several faculty at UCD and UCB. The project will need IRB approval and Vice Provost Carlson would like to include faculty on the advisory body for the project.

The PFPF program received over six hundred applications but offers will be made to small portion of the candidates. UCAAD members will receive the announcement about this.

Discussion: The members of UCAAD should be invited to the production at their campus. At one campus, faculty were concerned about the lack of data to support the presentation. Academic Personnel is adjusting the presentation for future conferences. A member recommended providing data at the beginning so that the audience knows that the goal is to show what is different for faculty from diverse backgrounds. Members suggested actually having the audience take the implicit bias test before the presentation. The vice chair indicated that UCAAD would like to develop a list of best practices for hiring the fellows. UCAAD is interested in promoting the early waiver as a tool that the administration can use to diversify their faculty. The vice provost would discourage expediting the hiring process. During the hiring process, the provost's office does need to be involved. Not all of the campuses include the CAPs in their process. UC Recruit will allow UC to know how often there are waivers. The process for hiring fellows should be documented and potentially standardized across the campuses.

I. Priorities for the Year Ahead and Break-Out Groups

Chair Lopez-Carr asked members to brainstorm about goals for the next academic year. Before the next meeting, each group will email their recommendations to the rest of the committee

Discussion: UCAAD could make a case for all campuses having equity advisors. The advisors oversee the search process. The UCI representative described how the equity advisor is utilized at that campus. The equity advisors are faculty who volunteer to perform this function. Resources need to be available to support this work.

Meeting adjourned at: 3:30

Minutes prepared by: Brenda Abrams

Attest: David Lopez-Carr, Chair