

**UNIVERSITY OF CALIFORNIA** **ACADEMIC SENATE**  
**UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY,**  
**AND EQUITY**

**Minutes of Meeting – January 13, 2022**

Present: Daniel Widener (Chair, San Diego); Louis DiSipio (Vice Chair, Irvine); Julianna Deardorff (Berkeley); Jose Torres (Davis); Jane Stoeber (Irvine); Reynaldo Macias (Los Angeles); Jesus Sandoval-Hernandez (Merced); Katherine Stavropoulos (Riverside); Jennifer Burney (San Diego); Ifeyinwa Asiodu (San Francisco); Jean Beaman (Santa Barbara); Kirsten Silva Gruesz (Santa Cruz); Robert Horowitz (Chair, Academic Council); Susan Cochran (Vice Chair, Academic Council); Jill Hollenbach (Chair, UCFW); Jennifer Mays (Director, Office of Loan Programs); Susan Carlson (Vice Provost, Academic Personnel and Programs); Patricia Osorio O’Dea (Director of Academic Program Coordination); and Stefani Leto (Analyst)

**I. Consent Items/Introductions/Chair’s Announcements**

**Action:** UCAADE approved the agenda of the January meeting and the minutes of the October 21, 2021 meeting.

Chair Widener noted that the governor’s proposed budget for the UC depended on closing equity gaps in graduation and workforce alignment. If the second creates an expansion of student numbers in STEM fields without funding for general education, students may experience challenges accessing lower-level or prerequisite courses. Both requirements should be in the forefront of UCAADE members’ thoughts as the budget process continues.

Caps on nonresident student numbers and a consequent buy-out of those tuition dollars imposed by the state may calcify funding inequities between campuses and place the responsibility for such inequities on the state going forward. There may be increasing pressure by other campuses to socialize these funds.

Graduate student funding models are receiving greater scrutiny, as many campuses do not pay graduate students enough to afford housing in their area, nor provide enough subsidized housing on campus. UCAADE must address this issue during the year.

Growing interest in DEI issues across the University can lead to action, however, such discussions can become their own ends, rather than vehicles for changed behavior and outcomes. UCAADE members were asked to be aware of how DEI issues are addressed at their own campuses.

**II. Discussion of Expansion of Senate Membership**

UCAADE discussed Unit 18 lecturers’ and UC Health clinical faculty’s interest in Senate membership. Changed state law means that Unit 18 lecturers would retain their union status should they enter into Senate membership. Unit 18 lecturers are not Senate members under the

recently concluded contract. In 2026, the contract will be renegotiated, and Senate membership may resurface as an issue. Concerns exist that this may create pressure to unionize other faculty.

Health Sciences clinical faculty reported very low rates of job satisfaction even before the pandemic. A report listing suggestions for raising morale suggested that they receive Senate membership. This group of faculty is more diverse than the current Senate. High numbers of clinical faculty would create a larger bloc in the Senate, raising concerns about the influence of UC Health on the University as a whole.

Discussion topics included:

- Clinical faculty have a number of challenges: they could receive larger salaries if they pursued clinical work over teaching; their teaching is not often valued in reviews; they may not have adequate time for Senate service, given the multiple pressures they face.
- Concerns were raised that Schools of Medicine (SOM) could skew priorities on campus should they become voting Senate members. There was general agreement that health sciences were seen as less democratic, given many SOM's chair's long tenure, and that they functioned very differently than campuses, so Senate functioning could be disrupted.
- It was suggested that Senate membership may not address dissatisfactions felt by many clinical faculty, and that pressure to address equity issues would address dissatisfactions directly.
- Not all health sciences are SOMs. Other divisions, such as Schools of Nursing, Public Health, and Pharmacy, face different challenges and have other concerns.

### **III. Senate Leadership Update**

- **Robert Horwitz, Academic Senate Vice Chair**
- **Susan Cochran, Academic Senate Vice Chair**

Chair Horwitz announced several upcoming changes in leadership at the Office of the President, including the retirements of the Provost and the Vice Provost, Academic Personnel and Programs. Several other positions may have changes in personnel. He updated UCAADE on other issues:

- Most campuses have delayed a return to in-person instruction due to the Omicron COVID variant until February when they will reassess safety plans.
- Labor issues include the unresolved issue of classification of graduate students as employees. The President considers students doing independent research to be different than students working under the direction of a PI to provide service to the University. New laws about union representation may skew hiring toward post-docs and away from graduate students, and may change graduate admission rates. Ongoing dialogue around Senate membership for health sciences clinical faculty has opened some options for systemwide action, such as a movement to extend approaches such as the UCSD model of capping health sciences chairships to two years. Senate leadership believes that misclassification of clinical faculty along with working conditions underlies some reported dissatisfaction.
- The state budget is primarily good news: a five year “funding compact,” with yearly five

percent budget increases, one-time funding for research and innovation to combat climate change, and one-time funding for energy efficiency and deferred maintenance projects on campus. One requirement is that the University admit additional California students, possibly beyond physical capacity. Fully-online degrees are going to be more strongly suggested to meet that requirement, and the Senate will need to address that solution.

- A climate Memorial to the Regents will go to Assembly next month and then to all campuses for faculty vote.
- The Mitigating COVID-19 Effects on Faculty recommendations have not been shared widely and Senate leadership is exploring reasons for that and attempting to distribute it to all faculty.
- The Senate maintains that faculty determine teaching modality, and does not support widespread accommodations involving permanent imposition of multi-modality instruction. This includes GSAs wishing to teach remotely for non-medical reasons.
- Senate leadership hopes that UC Legal will either join or file an amicus brief in a lawsuit by Chegg stockholders alleging that the business model depends on facilitation of cheating, citing company data showing usage of the site spiked with online instruction during the pandemic, dropping when students returned to in-person learning.
- Rising inflation affects a small subset of UC retirees, and leadership requests that the CFO implement an ad hoc cost of living increase for those retirees.
- Nominations for Academic Senate Vice Chair: Senate members are asked to nominate themselves or other faculty to serve as systemwide Vice Chair for next year.

Discussion topics included:

- A committee member asked if proposed four percent on-scale salary adjustment for faculty was still in the budget. Chair Horwitz indicated that it was, with an additional one and a half percent for equity adjustments. The Office of Academic Personnel and Programs has asked for feedback regarding implementation of equity adjustments.
- UCAADE asked how PIs will conduct research if their specialties do not have post-doctoral researchers. Graduate students will still be available, although more expensive.
- Chair Widener asked how many faculty members supported online degrees. While many enjoy not commuting to campuses, nearly all agree that face-to-face learning is far superior to distanced learning. Another faculty survey will go out, following one from May, 2021, which indicated that up to 70 percent of faculty disliked online learning.
- Committee members expressed concerns about the low morale among health sciences faculty, along with concerns about a large influx of health sciences faculty into the Academic Senate.

#### **IV. Faculty Housing Discussion**

Jennifer Mays, Director, Office of Loan Programs, and Jill Hollenbach, Chair, UCFW, joined UCAADE for 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 Chair Widener noted that the committee is interested in housing's effect on faculty diversity and in ways UCAADE can help promote DEI through housing support.

The Office of Loan Programs (OLP) provides primary and secondary financing for eligible faculty and members of the Senior Management Group to purchase homes near their place of work. OLP has been working with Academic Affairs to develop additional housing assistance tools to assist with recruitment and retention. Recent innovations include, connecting campuses with Landed, a third party company (unaffiliated with the UC) that provides employees of health care and educational institutions, down-payment support in exchange for the eventual repayment of that amount plus a share of any equity in the house, and is a program available to all UC employees. A zero-interest secondary supplemental home loan for faculty which can be combined with a primary Mortgage Origination Program (MOP) loan will be presented to the Regents for approval during their upcoming meeting. OLP requests a funding allocation for the MOP program every two years which is typically around a \$250M carve-out from STIP. This MOP allocation is spread among campuses for housing assistance. Supplemental Home Loan Programs (SHLP) have both fully campus-funded programs and a centrally-funded supplemental program. The housing inventory has been critically low, so even with housing assistance it has been difficult for faculty to secure housing.

UCFW Chair Hollenbach raised concerns about how campuses ensure equitable distribution of mortgage assistance through startup packages.

- It was noted that information about loan programs is generally considered opaque and difficult to access, leading to misinformation and confusion.
- A committee member noted that UC Santa Cruz has too few units for sale for assistance to enable housing. The rental market is similarly challenging. The campus has no space to build faculty housing. Campuses can use the packages for recruitment, but the recruitment effect is diluted as there is often no realistically available housing in local markets.
- UCAADE asked for demographic information by campus, for those who request loans as well as those who receive them. Director Mays noted that some limited high level demographic statistics are available for submitted applications and funded loans, although committee members reported being told otherwise in the past on their campuses. In addition, demographic information was requested for faculty who ask for exceptions.
- It was noted that the location of housing assistance decisions is a key factor. Many campuses appear to make the decision at the chair level.
- UCAADE suggested that annual reports, divided by campus and locus of decision making, including demographic information about use of the programs, be provided to UCFW, UCAADE, and other interested Senate committees.

#### **V. Consultation with UCOP Office of Academic Personnel and Programs (APP)**

- **Susan Carlson, Vice Provost, Academic Personnel and Programs**
- **Patricia Osorio-O'Dea, Director of Academic Program Coordination**

All campuses have now joined the STEMM Equity Achievement Program (SEA Change), a program supporting efforts to create campus-wide transformations in DEI. Campuses receive a \$200,000 one-time award to scale up faculty professional development, to improve faculty cultural competency for teaching and learning, and to pay for the participation costs of SEA Change. Campuses will report progress and outcomes in fall, 2023.

The Advancing Faculty Diversity (AFD) program is in its sixth year. Additional funding from the state enabled two more awards, for a current total of 14 projects. In addition, AFD is providing current recruitment projects to apply for additional start-up funds to augment their projects. Vice Provost Carlson noted that the funding is additional startup money for faculty, not a replacement for already-budgeted amounts. Programs have been reporting success relative to their goals annually, and a retrospective review of the program is planned by June, 2022.

- It was noted that increasing the diversity of the faculty teaching sciences was not necessarily enough to diversify the curriculum. A committee members suggested leveraging the knowledge of non-STEM faculty to address DEI issues within the body of knowledge taught.
- UCAADE was asked to forward names of persons to help with the review of the AFD program.

## **VI. DEI and EVC Searches**

No notes were taken during this portion of the meeting.

## **VII. Campus Reports**

UCB is working on revisions of the joint UCAADE/UCAF/EO/AA Administrators statement on the use of DEI statements in hiring and promotion. The campus is performing a review of their awards system to ensure that it is free of bias.

UCD invited the leaders of a student neurodiversity group to present at the next meeting. The committee began to investigate the challenges and status of junior female faculty as well as the status of female faculty and administration leaders. Nominations have been requested for the UC Davis Chancellor's DEI Fellowship Award. This award includes \$5,000 each for four members of the academic senate and one member of the academic federation that promote DEI. A progress report from previous awardees was requested. A cluster hiring program to increase the number of underrepresented minority faculty was proposed to the campus Academic Senate. The committee discussed the increased need and demand for mental health services by students, faculty, and staff; the effects of COVID on the campus; food and housing security; racial justice; and environmental activism.

UCI's During the prior two years, the Council on Equity and Inclusion conducted the first review of UCI's Equity Advisor (EA) program, which has been in existence for 20 years. During 2019-20, the CEI surveyed all EAs, several deans, and some Associate Deans for Equity and Inclusion, and provided results to the Office of Inclusive Excellence, which oversees the EAs, to begin implementing feedback. During 2020-21, the CEI surveyed all Senate faculty to learn about faculty member's awareness of EAs and the role of EAs, issues about which members consulted EAs, programming, and recommendations. The Council shared the results with the Vice Chancellor of the Office of Inclusive Excellence, who shared results with the EAs (at our encouragement). During our January 2022 meeting, the Vice Chancellor met with our Council to engage with the Council's questions, respond to the survey feedback, and discuss next steps for the program. In addition to the EA review, UCI's CEI has been engaged in other activity, such as

considering whether the Senate should establish naming standards for endowed chairs and making recommendations for programming to support student mental health.

UCSF is continuing to monitor the impact of COVID-19 on the health and wellbeing of learners, faculty, and staff, with a specific focus on burnout, mental health, and family support. In addition, the campus is focused on several DEI initiatives and anti-racism efforts to improve the recruitment and retention of more diverse faculty and staff, also to ensuring equitable review of packets by CApS for merit and promotion during the pandemic. Lastly, UCSF is also concerned about the transition from remote learning back to in-person, on campus teaching (e.g. timing, classroom sizes, resources, PPE availability, etc.)

UCSB is working to increase coordination of DEI efforts across campus (among the VC for DEI's office, the Faculty Equity advisors across campus, and the campus Senate Committee on Diversity and Equity). The campus continues efforts to address housing needs of staff and faculty.

### **XIII. Systemwide Senate Review Items for Optional Comment**

UCAADE discussed items for systemwide review. First, the Second Review of Ethnic Studies Proposal and Revisions to Senate Regulation 478 (Transfer Curriculum), and the Proposed Revision to Senate Regulation 424.A.3 (Creation of an A-G Ethnic Studies Requirement for Freshman). Chair Widener asked that any interested committee member send him their thoughts via email for him to draft committee responses.

Next, the committee discussed Recommendations for Department Political Statements, and agreed that a systemwide strategy would be helpful. Committee members were urged to share their concerns in writing.

The meeting adjourned at 4:19 p.m.  
Minutes Prepared by Stefani Leto, Principal Committee Analyst  
Attest: Daniel Widener, UCAADE Chair