

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY, AND EQUITY
Thursday, October 11, 2018

Meeting Minutes

1. Welcome and introductions

After introductions, UCAADE Chair Lok Siu provided some background about the previous interests and work of the committee over the past few years.

- *NSTP – Negotiated Salary Trial Program*
Modeled after the Health Sciences, the program encourages faculty to secure grants by allowing the use of non-State funds for faculty to increase their salaries. It was approved for continuation and expansion to other campuses on a pilot basis, with a task force to determine what needs to be assessed in order to decide whether to adopt the program permanently or to eliminate it after four years. UCAADE's concerns with the program are around potential gender and racial inequities. Disciplinary inequities between the STEM fields and the humanities and social sciences may also be exacerbated. Another general concern is how this program affects faculty research directions.
- *Advancing Faculty Diversity*
This is the third year that UC has received one-time funds from the State for the creation or expansion of equal employment opportunity programs that have the potential to increase faculty diversity. The UCAADE Chair sits on the Advisory Committee for the Initiative.
- *California State Assembly Committee on Higher Education Hearing on Faculty Diversity (Oct. 23rd)*
On Oct. 23, the California Assembly Higher Education Committee will hold a legislative Hearing on Faculty Diversity, in part to follow up on the outcomes of the Advancing Faculty Diversity work. Chair Siu will be representing UCAADE and providing the "faculty perspective." Others in the hearing will report on the success of the campus grants.
- *Recommendations for Faculty Salary Equity Studies*
On Oct. 31, UCOP will hold a day of workshops and talks to discuss faculty salary equity studies and plan for future studies. UCAADE reviewed the surveys in 2016 and made recommendations for improvements. UCAADE members emphasized that it's not just salary that should be measured; there are differences in start-up and research funding, which can exacerbate inequality. Committee members discussed advancement, and noted that individual mentoring, which is concentrated in certain populations – such as women and underrepresented minorities – often does not count toward promotion and tenure. UCAADE members expressed interest in producing guidelines; the methods for evaluation for advancement on campuses vary greatly.
- *Joint Recommendations with the systemwide EEO/AA/Diversity Administrators Group*
Last year, working with the systemwide EEO/AA/Diversity Administrators Group, UCAADE developed recommendations for Faculty Equity Advisor programs and use of Contribution to Diversity Statements. UCAADE will work on finalizing these documents soon.
- *Transfer Guarantee*
A faculty Task Force on a new Transfer Guarantee program has been formed, and Chair Siu will be serving on it. UCAADE's concern is the diversity of the pool of students affected, since the program primarily affects students coming from well-funded community colleges that are not necessarily more diverse. The new proposed Transfer Guarantee Program, like the [Transfer Admission Guarantee](#) ("TAG") program and the [Transfer Pathways](#), is designed to help UC enroll prepared transfer

students. Committee members noted that transfer students' psychological and emotional preparation is also important.

- *UCAADE/UCAP Common Concerns*

UCAADE will look into areas of joint concern with UCAP this year: (1) providing guidelines for addressing diversity in tenure & promotion reviews (re: APM 210-1-d), and (2) concerns about bias in teaching evaluations, especially for women and racial-ethnic minority faculty.

2. Campus reports from Committee Members

UC Berkeley: There are concerns about new degree programs and efforts to assess gender and diversity, especially in new self-supporting programs. Berkeley's committee takes on a wide range of issues, including food banks and sexual harassment. The committee has prepared a document on bullying and power and requested that guidelines be sent out to every department. Another issue for the committee is incorporating diversity goals or accountability into departmental reviews.

UC Davis: UC Davis is looking into grants, awards, or other types of teaching release for faculty who provide extra mentoring service. The administration has asked the Academic Senate from the administration to complete the request this fall. The local committee is revisiting past recommendations, including for PFP, which was previously recommended to go through the Committee on Academic Personnel. The committee is also meeting with heads of student centers that have lost funding and trying to get an overview of all diversity work around campus. UC Davis is becoming a Hispanic-Serving Institution (HSI).

UC Irvine: UCI's Faculty Welfare committee includes diversity issues, but a separate committee for diversity will be split off soon.

UCLA: UCLA approved "Section H," the diversity section of its APM after a long process. The committee has issued a statement regarding diversity in program reviews, including a list of information to provide (e.g., number of URM, percentage of women, rate of advancement and differences among populations, how recruitments are conducted, outreach, and efforts to enlarge the applicant pool). A new "Bruin experience" app for campus climate assessment has been developed. The committee is also working on campus adoption of contribution to diversity statements.

UC Riverside: UCR's committee hasn't yet met yet this year, but goals from last year included a climate and exit survey to learn about faculty retention, as UCR faculty seem to be leaving certain departments in higher numbers. The committee has been unable to get data due to privacy/anonymity concerns by the administration. Underrepresented minorities and women are lacking in high level positions, so the committee will look into the merit and promotion process and diversity statements. Teaching evaluation bias is also an issue.

UCSF: Last year UCSF's committee spent a great deal of time on contribution to diversity statements and making them mandatory for faculty applicants. Diversity statements for advancement and promotion have proven to be more challenging. CAP recommends it, but is behind on reviews and reluctant to add more material. The Chancellor's Fund contributed \$16,100 to the equity committee that will be used to subsidize faculty participation in the National Center for Faculty Development and Diversity bootcamp. The committee issued a statement supporting the Chancellor and UCSF President on DACA, reviewed a faculty climate study that revealed gender discrimination felt by many women, and worked on action plans based on faculty salary equity results.

UC Santa Barbara: Last year, the Committee on Diversity & Equity worked on processes and procedures for a faculty diversity award, which is now waiting for approval. There will be implicit bias training for faculty search committees, or at least one person trained as a faculty equity advisor on each search committee. UCSB is waiting for UCAADE's recommendations on FEA programs.

UC Santa Cruz: UCSC's local committee was very productive last year. It released new Diversity Statement guidelines and is now looking at how and whether to advise candidates, and in particular its own graduate students. The committee is partnering with several groups, including career advising and the grad council, to work on guidance. The campus is getting one of the Advancing Faculty Diversity awards for retention. The CAAD co-authored a white paper on teaching evaluations (not published yet) and is working with the Committee on Teaching, CAP, and others on next steps in that area. Other issues from last year included back-up childcare and dependent care coverage, including for conference travel, and helping mentors address issues of diversity in mentoring. The committee noted that statements on contributions to diversity submitted by job applicants vary greatly in quality.

3. Consultation with UCOP Office of Academic Personnel and Programs

Susan Carlson, Vice Provost

Pamela Peterson, Executive Director and Deputy to the Vice Provost

Amy K. Lee, Diversity, Labor and Employee Relations Director

• Advancing Faculty Diversity

This will be the third year that UC is receiving one-time \$2 million from the State for diversity efforts. VP Carlson reported that thirteen proposals were submitted and ten were funded. Up to \$500,000 was awarded to units for recruitment efforts that primarily draw on practices from the first years and \$75,000 awards were given for specific projects that will focus on retention and climate in the coming year. All recipients have to take action quickly. President Napolitano contributed an additional \$500,000. A systemwide advisory group with Senate representation advises on the project. Last year, UCAADE Chair Tanya Golash-Boza served on the advisory committee.

Committee members asked whether any of the findings from the past two years demonstrated anything about statements on contributions to diversity or Faculty Equity Advisor programs. The UC Riverside and UC San Diego Colleges of Engineering used diversity statements in the first round of evaluation, and were instructed by the dean to give equal weight to that statements as to academic achievement and promising research. Last year, UC Berkeley's Engineering program expanded its guidelines and support for applicants for drafting the statements and weighted them same as research. One member mentioned a pilot search process that anonymizes applications by masking name, gender, race, location, and other factors in the first selection round.

Reports from the Advancing Faculty Diversity Project can be found on the [Faculty Equity](#) site. The final report from the second funding round will be available soon.

• Regents' item on faculty diversity

There was an agenda item on faculty diversity at the latest Board of Regents' meeting on September 26th, 2018. Periodically, the Board of Regents receives updates on the state of faculty diversity at UC. Administrators from UCOP and the campuses gave presentations. The data show that UC is improving, although not quite where the numbers could be. The hiring of women and faculty from underrepresented groups is increasing overall. The Regents asked about whether UC had goals for faculty diversity.

Questions from the Regents and from UCAADE members included how the campuses compared to each other, the data about international and domestic faculty, and how progress is made. VP Carlson said that a report on the latest year's data of separations and retirements was recently completed and could be on the agenda for the next UCAADE meeting.

Much of the data for the Regents' item can be found in [Chapter 5](#) of the 2018 [Accountability Report](#).

- **COVC diversity retreat**

An annual COVC (Council of Vice Chancellors) retreat focuses on diversity. The VCs invite Chief Diversity Officers, and share information about campus practices, including tools that are available through UC RECRUIT (the academic personnel system) and Faculty Equity Advisor programs. At this year's retreat in mid-October, one of the topics will be Contributions to Diversity Statements.

Committee members had questions regarding the roles Chief Diversity Officers and why they are so varied among the campuses. Some thought that there should be guidelines or at least some set of common responsibilities for CDOs.

- **President's Postdoctoral Fellowship Program (PPFP) and Funding for Diversity**

President Napolitano has announced that she is dedicating \$7.1 million in new, ongoing funding to efforts around faculty diversity, including \$2 million for the President's Postdoctoral Fellowship Program, primarily to fund new fellows. The Sept. 26 announcement was distributed during the Regents Meeting.

The rest of the President's funding will go into other competitive programs, including those previously funded by the Advancing Faculty Diversity, the UC-HBU program, and most likely into HSI programs. The advisory group for Advancing Faculty Diversity will be consulted.

- **Salary Equity Studies Meeting on Oct. 31st**

UC is holding a meeting to evaluate Faculty Salary Equity Studies on Oct. 31. In fall 2012, then-UC President Yudof requested that every campus conduct faculty salary equity surveys. The process would then be reviewed five years after the reports began, in 2018. The meeting will include panels of administrators and faculty who design the surveys and work with the results. Several campuses made changes to their salary structures due to findings of the surveys. In the afternoon, the discussion will focus on what UC is doing on a larger scale and will include the faculty perspective. UCAADE compiled recommendations for faculty equity surveys in 2016, including the collection of consistent data across the campuses.

Vice Chair Mona Lynch agreed to review the 2016 UCAADE recommendations. Current committee members will have an opportunity to add suggestions. In addition to salary, committee members noted that there are related concerns around inequities in titles and distribution of research funds.

- **NSF-funded Evaluating Equity in Faculty Recruitment project and APLU INCLUDES**

VP Carlson is co-PI with faculty at Berkeley and Davis on the NSF-funded "Evaluating Equity in Faculty Recruitment" project. There will be a national conference at Davis on April 26, and UCAADE members may want to participate. The conference is funded through the grant and will be free to attend.

Carlson also mentioned an upcoming conference at Lehigh University in November focusing on service obligations and the disproportionate impact on women and URMs. [Committee Analyst Joanne Miller forwarded the flyer after the meeting.]

- **UCAADE's Recommendations on Contributions to Diversity Statements**

VP Carlson will send suggestions for UCAADE's recommendations to Chair Siu. She can also send supporting data. Preliminary research indicates that just requiring statements does not help to increase diversity. The institution needs to have an implementation plan to follow.

- **UCAADE's Recommendations on Faculty Equity Advisor Programs**

Results from the Advancing Faculty Diversity initiative show that faculty equity advisors, in conjunction with statements on contributions to diversity, are correlated with higher numbers of diverse faculty hiring in some programs. UC Irvine may have a study on equity advisor programs. VP Carlson noted that just requiring the various potentially useful tools won't necessarily have an impact; it's how you use them. Latest reports indicate that every campus except UC Santa Barbara now requires statements on contributions to diversity from applicants for faculty positions. (UCLA's is still being implemented.)

Carlson said that there is an ongoing systemwide effort to get every search committee chair to fill out the search chair survey in RECRUIT at the end of a search process. Merely doing this has proven to be very effective, and also yields useful data.

4. Recommendations for Expansion of President's Postdoctoral Fellowship Program (PPFP)

PPFP Director Mark Lawson joined the meeting by phone to talk about budgeting and what can be done with the additional funds that will be provided by President Napolitano. He believes \$2 million could support about 20 additional fellows, about 10 more per year. Lawson noted that the lifting of the hiring cap and expansion into Health Sciences last year resulted in the immediate hiring of two additional fellows in the Health Sciences. Even the perception that more positions would be available had a positive effect.

The new funds could be used to create more fellowships and/or increase the number of hires. Lawson said that President's and Chancellor's fellows account for about 15% of UC's URM hires per year.

In addition to adding fellows, UCAADE's recommendations for enhancing PPFP include development of a mid-career grant, availability of funding for dependent care, and rewards for mentoring. With growth of the program, PPFP will also need more staffing. UCAADE's recommendations document will be circulated to the committee and Chair Siu will bring it to the Academic Council on Oct. 26 for endorsement.

Committee members discussed various potential recommendations for PPFP with Lawson, including whether a post-tenure research fellowship or some sort of faculty support before the tenure process would be within the purview of the PPFP.

Upon learning that a department at UC Irvine self-funds a 2-year fellowship, committee members suggested that it could be a model for new self-supporting programs.

5. Consultation with Academic Senate Leadership

Robert May, Academic Council Chair

Kum Kum Bhavnani, Academic Council Vice Chair

The Academic Senate Leadership update provides a high-level overview of the current activities of the Senate and to keep faculty informed.

Transfer guarantee. In the spring, President Napolitano challenged the Academic Senate to create a transfer "guarantee" to UC for community college students who fulfilled certain requirements. Authority for admissions standards is delegated to the Academic Senate (specifically, the Board of Admissions and

Relations with Schools). Other Senate committees will work with BOARS to develop principles for the guarantee. The 21 transfer “[pathways](#)” that were developed a few years ago will form the basis of the guarantee. Six campuses already have a transfer admission guarantee (“[TAG](#)”) with specific requirements.

Active service modified duties. The rules for “active service modified duties” have been amended so that it is equivalent among campuses (2 semesters or 3 quarters).

Domestic partner equity. There is new [eligibility for domestic partners](#) for health and welfare benefits. The changes will be noted in the Open Enrollment information this year.

6. UCAADE’s Joint Recommendations with Diversity Officers Group [Postponed]

Continuation of work from last year. This topic was postponed to the next meeting.

- Recommendations for The Use of Statements on Contributions to Diversity, Equity, and Inclusion for Academic Positions at UC
- Recommendations for Equity Advisor Programs at the University of California

7. Systemwide Review Items

UCAADE Vice Chair Mona Lynch reviewed the proposed changes to the [Presidential Policy on Sexual Violence and Sexual Harassment](#) and summarized the revision for the committee. Many of the changes are due to requirements from the federal Office of Civil Rights, which reviewed the policy. Some of the changes are to the definitions, timeframes, and processes by which investigations happen, including informal or alternative resolution. One significant change is to give the Title IX officer the power to conduct an investigation even when there is no claimant.

Lynch proposed a few minor suggestions for UCAADE’s feedback, including switching the order of some sections, the definition of “relationship violence,” and questions around policing.

Action: Committee members were asked to send Mona Lynch any questions or suggestions by November 5, 2018.

Meeting adjourned: 4:00

Meeting minutes drafted by: Joanne Miller, UCAADE Analyst

Attest: Lok Siu, UCAADE Chair

Attendees: Lok Siu (Chair, UCB), Mona Lynch (Vice Chair, UCI), Michael Nylan (UCB), Javier Arsuaga (UCD), Antoinette Gomes (UCLA), Boris Maciejovsky (UCR), Michael Trigilio (UCSD, via video), Christine Glastonbury (UCSF), Vickie Scott (UCSB), Elizabeth Abrams (UCSC), Robert May (Academic Council Chair), Kum-Kum Bhavnani (Academic Senate Vice Chair), Susan Carlson (UCOP), Pamela Peterson (UCOP), Amy K. Lee (UCOP), Mark Lawson (PPFP Director), Joanne Miller (Committee Analyst)