

Meeting Minutes

1. Welcome, Introductions, Announcements

Mona Lynch, UCAADE Chair

Javier Arsuaga, UCAADE Vice Chair

After introductions, UCAADE Chair Mona Lynch provided an update on the committee's accomplishments of the last year:

- *President's Postdoctoral Fellowship Program (PPFP)*. Although work was underway, UCAADE lent support to the expansion of the program in its recommendations to increase funding for the fall.¹ This year, the program nearly doubled the number of post-docs accepted. Two years ago, President Napolitano lifted the limit on the funding available for fellows hired from the program. PPFP is one of the key faculty diversity efforts at UC.
- *Statements on Contributions to Diversity, Equity, and Inclusion*. UCAADE's recommendations² were approved by the Academic Council in February and sent to Provost Brown and Divisional Chairs for implementation on campuses. Although campuses operate autonomously and have varied processes, all are expected to comply with the recommendations in their own way. UCAADE recommended that DEI statements should be used not only in hiring, but also for merit and promotion; contributions to diversity should be important throughout a career. This recommendation was more controversial, but was eventually endorsed.
- *Equity Advisor Programs*. Faculty Equity Advisor programs are implemented in different ways. Last year UCAADE investigated best practices in order to make recommendations for the programs. UCAADE's recommendations were endorsed by the Academic Council in July and sent to Provost Brown in August.³ A response from Provost Brown described the actions that he was taking in response, including soliciting input from the Council of Vice Chancellors, Vice Provosts/Chancellors for Academic Personnel, and Chief Diversity Officers regarding prioritization of the recommendations and cost assessment.

Continuing Discussions and upcoming work for this year:

- UCAADE will continue to explore the responsibilities of Chief Diversity Officers (CDOs). The authority and responsibilities for CDOs varies tremendously between campuses, and UCAADE may want to make recommendations for a baseline status for this important position.

¹ <https://senate.universityofcalifornia.edu/files/reports/rm-jn-expansion-ppfp.pdf>

² <https://senate.universityofcalifornia.edu/files/reports/rm-mb-divchairs-use-of-dei-statements.pdf>

³ <https://senate.universityofcalifornia.edu/files/reports/rm-mb-recommendations-for-equity-advisor-programs.pdf>

- Chair Mona Lynch will keep the committee apprised of the work of the Standardized Testing Task Force. The task force has garnered attention outside of UC and expects to complete its work by the end of the academic year.
- UCAADE will continue to discuss ways to improve the hiring and retention of women and underrepresented minorities, including ideas that arose from the committee last year for additional mid-career awards and recognition for informal service obligations that can fall unequally and impact career advancement.
- This year, UCAADE hopes to look more deeply into basic needs challenges, especially for students, and whether these needs can be addressed in a more systematic and inclusive way.
- Another issue for UCAADE is the “pipeline issue” around sufficiently preparing students from underrepresented groups for graduate school.

Members briefly discussed how to deal with campus committee members who are pushing back against the intended work of the committee. The Divisional Senate might have to step in if a committee member is not able to work within the purview of the committee. UCAADE has been a welcoming and participatory space, and should remain so. All members should feel like they have a voice. If there needs to be a more formal process for doing that, then Chair Lynch is open to suggestions.

2. Consultation with UCOP Office of Academic Personnel and Programs

Susan Carlson, Vice Provost, Academic Personnel and Programs

Pamela Peterson, Executive Director and Deputy to the Vice Provost

Vice Provost Susan Carlson briefed the committee on the work of the UCOP Office of Academic Personnel and Programs, which works on diversity issues, both as they relate to the Academic Personnel Manual – such as recruitment and retention – and also with special funding and through the President’s Postdoctoral Fellowship Program, which reports through the office. The work interacts frequently with the Office of Diversity and Engagement and with Graduate Studies.

• Advancing Faculty Diversity Initiatives

The Advancing Faculty Diversity program is now in its fourth year. It comes from the \$2 million provided by the State legislature in one-year increments. The decision on how to spend the money had to be made quickly, and it was determined that a competition for the funding in the area of faculty recruitment projects would yield the greatest results and show progress in the one year timeframe. \$500,000/each was awarded to four projects.

Last year, in the third year of funding from the State, President Napolitano added money to expand the focus to include campus projects working on retention and climate. Six campuses received small grants for retention projects.

Based on the positive results of the previous years, the President this year decided to commit ongoing university funds of \$7 million annually for projects focused directly on faculty diversity or “pipeline.” \$2 million of this funding goes to the President’s Postdoctoral Fellowship Program,

which has already expanded due to the funding. \$2 million goes to programs for recruiting from HBCU (historically black colleges and universities) and Hispanic-serving institutions (HSIs) – including UCs.

Meanwhile, the State’s funding was increased to \$3 million this year. A call for proposals went out in May, and funding has been provided to ongoing recruitment programs and initiatives that work to improve retention and climate. Three kinds of projects were funded: those that do research, those that provide data leadership such as developing the capacity to collect and analyze data, and interventions to advance climate and retention. UCAADE Chair Mona Lynch and Vice Chair Javier Arsuaga served on the committee to select proposals for funding for this year. Of fourteen recruitment projects reviewed, five received \$2.5 million (total). Nine projects on eight campuses received funding for climate and retention (SD & SF did not submit proposals). All but two of the climate and retention proposals that were submitted received funding. All projects must submit quarterly and annual reports.

A systemwide meeting for Advancing Faculty Diversity project leads and others involved in the projects will be held on Nov. 21 and 22 at UC Davis. A second meeting will probably be held in late May/early June. As requested by faculty, the call for proposals will go out earlier in the year for the next cycle – February rather than May.

UCAADE members noted the need to better promote the AFD funding opportunity across the campuses and suggested that the Office of Personnel and Programs consider applications from multiple channels from each campus and letters of support be accepted from multiple sources. Members also discussed broadening the scope of the programs that are funded, including focusing on the graduate student pipeline. Faculty with disabilities is an example of a type of diversity that is often overlooked. There are issues with recruitment due to assistance and housing. High housing costs are major recruiting impediments at several UC campuses (B, SC, SF, LA...) that intersects with diversity, recruitment, and retention. There are programs in place currently, and the administration is exploring more possibilities such as joint ownership (which is in place at UC Irvine). Forgivable student loans was mentioned as a potential tool.

- **Equity Advisors**

As recommended by UCAADE, a systemwide meeting of Equity Advisors is planned for early next year in Irvine. The tentative date is March 6.

- **President’s Postdoctoral Fellowship Program**

UCAADE will invite PFP Executive Director Mark Lawson to talk to the committee about the program and the new funding. The Provost has approved a plan to use \$1 million for a start-up, cost-sharing fund for PFP fellows that are hired into faculty positions. Right now the hiring incentive provides \$85,000 per year for five years for fellows hired into faculty positions. Although the rate of hiring has increased due to lifting of the funding cap a couple of years ago, the availability of start-up funding is often cited a barrier to recruitment. Last year, in addition to

recommending a systemwide gathering for PFP fellows, UCAADE proposed the awarding of targeted mid-career funding.

3. Consultation with Academic Senate Leadership

Kum-Kum Bhavnani, Academic Council Chair

Mary Gauvain, Academic Council Vice Chair

Academic Council Chair Kum-Kum Bhavnani joined the meeting to provide an overview of the major issues facing the Academic Senate.

Pension contributions. The Regents are reviewing proposals for increases to employer and employee contributions to the pension system. UCFW's Task Force on Investment and Retirement (TFIR) will all examine the options.

Presidential search. The Regents have begun the process for the search for a new UC President. The process is regulated by Regents' Policy. (More information at: <https://presidentalsearch.universityofcalifornia.edu/presidential-search-process.html>.) The Search Committee is currently asking for comments on the criteria for selection. An Academic Advisory Committee chaired by the Academic Council Chair will provide input into the process and the proposed candidates.

Working Group on Comprehensive Access. After the internal and public debate over a proposed affiliation between UCSF and Dignity Health last year, President Napolitano convened a working group to make recommendations for upholding UC's values when UC academic health systems enter into agreements with other health systems. The working group is chaired by UCI Chancellor Howard Gillman and includes three Academic Senate representatives. (More information: <https://www.universityofcalifornia.edu/current-issues/working-group-comprehensive-access>.)

Admissions audit. The California State Auditor's office has announced that it will conduct an audit of UC's admissions processes, starting with Berkeley, UCLA, and San Diego. The scope and more information can be found on the State Auditor's website (<https://www.auditor.ca.gov/reports/scope/2019-113>). Meanwhile, UCOP's Office of Ethics Compliance and Audit Services is conducting an internal audit of UC admissions that focuses on "admission by exception" in advance of State's investigation.

Faculty discipline: A Task Force on Disciplinary Guidelines has been convened to look into how faculty discipline is meted out and whether there should be common practices and parity across campuses and across violations. The task force is co-chaired by Academic Council Chair Kum-Kum Bhavnani and UCLA Chancellor Gene Block.

A *general obligation bond* will be on the California ballot in March. If passed, it will provide \$2 billion to UC for capital projects. The bond also provides \$2 billion to CSU and \$4 billion to K-14.

Cohort tuition is being explored by UC and may be discussed by Regents in November. The idea is to provide tuition stability for entering freshmen.

Air Quality and Campus Closures. An air quality working group just released its report. In response to unhealthy air quality as a result of California's fires, in May, 2019, UCOP formed a Systemwide Air Quality Protocol Working Group with technical and operational representation from across the UC system to explore operational- and health-related issues and to develop recommendations for how UC locations should respond to situations that require varying levels of operational curtailment due to unhealthy air quality conditions caused by wildfire smoke. (See the Report: https://www.ucop.edu/enterprise-risk-and-resilience/files/systemwideaqwg_report_final_20190925.pdf.)

Fossil fuel memorial. An Academic Senate Memorial to the Regents to divest the university's endowment from fossil fuel companies was approved. (See more at: https://senate.universityofcalifornia.edu/_files/reports/rm-jn-fossil-fuel-memorial.pdf)

A *Standardized Testing Task Force* is continuing its work from last year of reviewing the value of standardized tests for undergraduate admissions to UC. The authority to determine conditions for admissions is a delegated authority from the Board of Regents to the Academic Senate. There has been some pressure from Regents to produce recommendations.

Online degrees. After a proposal last year from UCI for a fully online undergraduate degree for transfers, the Academic Senate will convene an Online Degree Task Force to look at the implications of UC offering such a degree. The Task Force will be chaired by UCEP Chair John Serences.

Chair Bhavnani also mentioned briefly:

- UC Merced is engaged in a search for a new chancellor.
- UCOP is conducting a search for a Vice President for Research & Innovation, which is a restructured department within Academic Affairs.
- The Transfer Task Force is continuing its work from last year. There is ongoing examination of the transfer pathways to ensure alignment with campus majors and to create exceptions as needed.
- Foreign influence around theft of intellectual property and academic espionage. This is a nationwide issue.
- Open Access – Due to ongoing contract negotiations around open access terms, the publisher Elsevier has cut off access to current content for UC faculty. Chair Bhavnani recently attended an international conference on open access in Berlin.
- There may be a new task force on faculty diversity
- Academic Council Chair Bhavnani and Vice Chair Mary Gauvain plan to visit campuses in the coming months.

4. Member reports and campus issues – Round robin

Berkeley: In the aftermath of Milo Yiannopoulos and a year of focusing on free speech, the Berkeley campus is still dealing with doxing, trolling, and the ubiquity of online life. There is a

feeling that the university does not adequately protect employees from harassment. The role and utility of Berkeley's faculty equity advisors is questionable. They serve on search committees and vet applicants, but are appointed at a very local level by a chair or dean. The local committee (Equity, Diversity and Campus Climate) spends a lot of time doing external reviews for programs. The Berkeley representative also described the many issues facing disabled faculty and the lack of support. Funding and additional resources are needed for housing and other types of accommodations.

Davis: The Divisional committee meets once a month. Issues for this year will include how to credit faculty for "casual" service such as mentoring. Some faculty spend so much time advising that they are unable to do the other work necessary to advance in academia. Current UCAADE Vice Chair Javier Arsuaga was the Chair of the local committee last year and worked with the local CAP to include mentoring in merit and advancement and to provide compensation. This is partly what the recommendations for DEI statements in the for merit and promotion process are about. Other issues are student mental health, food insecurity, housing insecurity, recruitment of underrepresented minority students into the medical school, and issues around UCPATH and timely paychecks for graduate student employees.

Irvine: Irvine has a new Council on Equity and Inclusion that was formed in March, 2019. Early priorities for the committee include DACA and related issues. The committee is discussing how to prepare for transitions that may come with a Supreme Court ruling, and potentially with change in leadership at UC. There are an estimated 725-750 DACA students at UCI. UC Irvine is reviewing its Faculty Equity Advisor program and the use of diversity statements in conjunction with CAP. There is general concern about disproportionate service falling on women and underrepresented minority faculty early in their careers. UCI is recognized as a successfully diverse campus, but it is not always felt on campus at the student level. The campus has scheduled town hall meetings to discuss what it means to be an HSI (Hispanic-service institution).

Merced: Merced's committee is looking at the use of diversity statements for hiring and for promotion. The campus is using the UCAADE recommendations to follow through on faculty equity advisor programs that cover all schools/locations. There are now five advisors, and awards for contributions for diversity, equity, and inclusion, although there are issues of accountability and what falls within the purview of the FEAs versus the diversity officers. Bullying has also come up as an issue.

San Diego (*provided via email*): As chair of the local diversity committee, Michael Trigilio is a member of the advisory council for a yearlong strategic planning process led by the UCSD Vice Chancellor for Equity, Diversity, and Inclusion (EDI). The local committee is interested in a Senate-focused survey on equity and diversity. It also continues to be concerned about proper reporting on diversity and inclusion in 5-year ORU reviews and looking into ways to give "probationary" approval pending improvements. Several ORUs have presented outdated information and lack reporting on the success or failure of past efforts.

The committee is interested in broadening the discourse of the “narrow pipeline” of candidates applying to undergraduate & graduate programs, as well as recruitment into the faculty, and to work proactively to eliminate this excuse presented by units with dismal rates of URM students and faculty (as well as participation in ORUs). The local committee is also looking into what it can do to advocate for and broaden access for students with disabilities. The work will include increasing the committee’s interactions with the Office for Students with Disabilities.

Riverside: Riverside’s local committee is interested in issues around discrimination that cannot be addressed by Faculty Code of Conduct policies. The committee is reviewing campus policies and guidelines around diversity, equity, and inclusion, and is recommending the implementation of a faculty survey for campus climate and ongoing analysis. UC Riverside representative Xuan Liu said that some of her priorities are looking into the effectiveness of the campus’ FEA program and working with the CDO on improvements based on UCAADE’s recommendations. She is also interested in the faculty salary equity review from a few years ago and whether equity reviews could be done periodically.

Santa Barbara: UCSB just started its Equity Advisor Program and although the local committee was looking at UCAADE’s recommendations, it was deans who ended up creating the program, with associate deans in the role of FEA. The Associate VC for Diversity retired in the spring and a search for a replacement is about to start. The hope is that the person would oversee all diversity activities and reduce duplication of efforts. There is a new campuswide Academic Senate diversity award, which is reviewed by the UCSB CDE committee that will be in part composed of previous awardees. The local committee is also working with CAP on guidelines for including contributions to diversity statements in personnel cases. The application of the criteria around DEI statements currently seems inconsistent.

Santa Cruz: The UCSC local committee is looking into hiring exceptions and changes to the campus CDO structure (there were formerly two CDOs). UC Santa Cruz does not have a faculty equity advisor program. The committee has made recommendations for the evaluation of contributions to diversity statements, including making use of a rubric from another campus rather than starting from scratch.

Student issues:

Graduate Students: Locally in Berkeley there was an incident with the UC Police in Albany (University Village) that involved kids. There is a policing advisory board that is supposed to be independent, but police officers are on it. Other graduate student concerns are about staff and inequalities in classification, pay, and workload, and about the prioritization of undergraduate needs over those of graduate students. Fellowships don’t seem to be increasing or changing, and graduate student employees have had problems with paychecks. There are multiple connected issues around university housing and bills.

Undergraduate Students: Issues for undergraduates include finding resources to get students more involved in campus life and aware of resource centers. Students are working on criminal justice reform, supporting victims of sexual violence, and support for transgender students.

5. Meeting actions and follow-up

Action: UCAADE will send a request to Senate leadership regarding the criteria for the UC Presidential search, including requiring all candidates to submit a statement on diversity, equity, and inclusion as part of the process.

Action/assignment: UCAADE members are asked to report back about the role of the Chief Diversity Officer on their campus.

Meeting adjourned: 3:00

Meeting minutes drafted by: Joanne Miller, UCAADE Analyst

Attest: Mona Lynch, UCAADE Chair

Meeting participants: Mona Lynch (Chair), Javier Arsuaga (Vice Chair), Susan Schweik (Berkeley), Jose Torres, (Davis), Louis DeSipio, (Irvine), Humberto Garcia (Merced alternate), Xuan Liu (Riverside), Michael Trigilio, (San Diego, via video), Melissa Morgan Consoli (Santa Barbara), Elizabeth Abrams (Santa Cruz), Caleb Dawson (Graduate Student Representative, UC Berkeley), Natalie Lopez (Undergraduate Student Representative, UC San Diego), Kum-Kum Bhavnani (Academic Council Chair), Mary Gauvain (Academic Council Vice Chair), Susan Carlson (Vice Provost Academic Personnel and Programs), Pamela Peterson (Executive Director and Deputy to the Vice Provost), Joanne Miller (Committee Analyst)