

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

**Minutes of Meeting – October 20, 2022**

Present: Louis DeSipio (Chair, Irvine); Jennifer Burney (Vice Chair, San Diego); Julianna Deardorff (Berkeley); Jane Stoever (Irvine); Reynaldo Macias (Los Angeles); Katherine Stavropoulos (Riverside); Michael Taffe (San Diego); Erin Gordon (San Francisco); Suang Peng Oh (Santa Barbara); Kirsten Silva Gruesz (Santa Cruz); Susan Cochran (Chair, Academic Senate); James Steintrager (Vice Chair Academic Senate); Douglas Haynes (Vice Provost, Academic Personnel and Programs); Amy Lee (Associate Vice Provost, Academic Personnel and Programs); Patricia Osorio-O’Dea (Director of Academic Programs); and Stefani Leto (Analyst)

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

**Action:** UCAADE approved the agenda of the October 20, 2022 meeting.

**II. Campus Updates**

At UC Berkeley, CODEI has adopted criteria for use and review of “community engaged scholars” for promotion. The campus has requested that units report on their holistic admission process for graduate students.

UC Irvine’s Council is working on an initiative to recognize previously-invisible labor such as mentoring and emotional support, which are not recognized in advancement processes. CAP would like language to use in this effort, but crediting faculty while maintaining student anonymity remains challenging. The campus Senate formed a task force to craft language for a land acknowledgement grappling with the history of the land on which the campus rests. In addition, the Senate would like to measure the practice of and effect of preemptive retention offers, as well as tracking the faculty who receive them.

UC Los Angeles faculty members routinely attend administrative meetings, and the VC for DEI issues reports regularly to campus CODEI. Consultation can be negatively affected by administrators dealing with multiple responsibilities making meeting attendance difficult. New CODEI members have learned about DEI history on campus, including the results of the 2010 Moreno Report. CODEI is interested in faculty equity in review and promotion as well as hiring, with interest in how DEI statements are required and used. Some efforts include a hiring initiative to diversify that faculty, spurred by the Black Lives Matter movement; applying and developing agreement on what being a Hispanic-Serving Institution means to the campus; and reactions to developing an ethnic studies admission and transfer requirement.

UC Merced's Chancellor funded an antiracism workgroup split between faculty grants and hiring an outside consultant. The campus requires DEI statements for tenure and promotion as well as hiring. Faculty continue to work to normalize shared governance with the administration. Hiring has been greatly slowed due to COVID-19, and the faculty climate is somewhat negative.

UC Riverside has money set aside for salary equity, used by Campus Academic Personnel to bring all faculty within three percent of the median salary for step, rank, and school. This positive development still has not addressed equity issues such as time to advancement, so faculty have pressed for a more comprehensive study of these issues. Staff and administration received a salary increase in July, a month ahead of faculty salary adjustments; this delay negatively affects faculty in areas such as retirement credits. The senate is concerned that the new Provost considers informing faculty of changes equivalent to true shared governance with consultation prior to changes.

UC San Diego is attempting to account for the invisible labor of mentoring and emotional support provided by faculty during promotion, perhaps using DEI statements to structure that accounting. Housing prices for graduate students have increased. The Senate is interested in investigating how paths to tenure vary for faculty based on their diversity. The campus would like to know how graduate admissions are evaluated across departments, and to have a better sense of diversity outcomes in those admissions. CODEI is concerned about an uptick in departments wanting to spin off of existing departments, using lack of diversity in hiring in the original department as justification.

UC San Francisco will need to replace their retiring Executive Vice Chancellor. Last year, the Vice Chancellor offered an antiracism initiative and diversity champion training. Department chairs will receive information to understand legal issues about disabilities among faculty. The Presidential Chair, focusing on anti-racism issues gave a report and recommendations at the end of her tenure, finding a level of "quiet racism" on campus, and noting a lack of equity among senior leadership. The EQOP committee is working to require the use of DEI statements for advancement and increase retention of female and minority faculty.

UC Santa Barbara's DEI committee is concerned that time spent reviewing documents may prevent other valuable activities. Faculty housing as well as graduate student housing has reached crisis proportions, and many faculty do not understand how the housing list or housing assistance works. Another salary equity report has revealed ongoing disparities. The proposed undergraduate housing building continues to generate controversy. A lack of childcare negatively affects faculty and graduate students.

UC Santa Cruz has a new Vice Chancellor of Diversity and Inclusion. The campus Faculty Equity Advisor program is in its second year and Associate Deans are now required to track DEI efforts and results at the division level. The campus intends to query how Contribution to Diversity Rubrics are used in both hiring and promotion actions. The campus housing crisis has negatively impacted recruitment and retention of faculty, while graduate students are striking because of inadequate COLAS. A hiring

program to add 100 new faculty members as well as a new strategic plan with an equity subcommittee will transform the faculty on campus.

### **III. Mitigating the Impact of COVID-19 on Faculty and Achievement Relative to Opportunity**

The committee discussed the final report, endorsed by Council last year and forwarded to the President and subsequently to Chancellors. The committee expressed concerns that student calls for universal recording as an accommodation could be seen as a negative outcome of a mitigation approach.

Members agreed that rebuilding faculty numbers after higher than expected separations and retirements would support the report's goal of restoring research time.

### **IV. Consultation with Senate Leadership**

Academic Council Chair Susan Cochran and Vice Chair James Steintrager briefed UCAADE on Senate-wide concerns. UC has a new Associate Vice Provost of Academic Personnel and Programs, and a new Provost, arriving in January. The Senate looks forward to working with both of these new administrators.

Recent Regents meetings have dealt with a report on the UC-Community College transfer report. Currently, the UC is meeting the legislator-required 2:1 freshman to transfer admissions ratio, but this goal may be increasingly difficult to meet, because of declining community college enrollments. The Regents Health Services Committee met and heard from faculty experts about the effects of contracts between UC and hospitals having policy-based restrictions on available care, specifically women's health care and care for LGBTQ persons. There are large areas of the state in which there are no other types of hospitals, so UC Health must partner with them if it is to provide UC care to these communities. The presentations illustrated how difficult adhering to University policies regarding access to medically-appropriate care will be in these affiliated hospitals.

The Council met with COO Nava, Vice President and Chief Information Officer Williams, and AVP and Chief Procurement Officer Williams to discuss acquisition and implementation of new Oracle software programs. Faculty shared their difficulties getting grants disbursed, and asked what changes would be made to future acquisitions. Committee members were reminded to fill out the faculty survey, as the information informs leadership's stance on issues such as proposed online course delivery. Council endorsed the joint UCFW/UCPB letter regarding faculty salaries, and Chair Cochran noted that faculty would likely receive another pay increase because of contract-mandated raises for lecturers. A joint Administration Senate Workgroup will focus on faculty recovery, using the recommendations from the Mitigating the Effects of COVID-19 on Faculty Report.

### **V. Consultation with UCOP**

Vice Provost Douglas Haynes, Associate Vice Provost Amy Lee, and Director of Academic Programs Patricia Osorio-O’Dea met with the committee and noted that UCAADE is an important source of voice and counsel for their office. The Vice Provost indicated that he would build on the momentum created by his predecessor to create resources to help colleagues integrate their life and service.

Nine awards were allocated by the Advancing Faculty Diversity(AFD) awards program in 2022-23. Three focus on recruitment; the balance on climate and retention. The Academic Personnel and Programs Office hopes to complete a seven-year program review before the next round of awards. The Vice Provost will visit campuses to raise awareness of AFD programs, as they are one of the very few funded programs using research to interrogate processes around efforts to diversify faculty.

The Collaborative on Academic Careers in Higher Education (COACHE) survey for 2022 will soon begin collecting responses, and UC will again receive the systemwide report from COACHE this fall.

VP Haynes suggested that UCAADE should speak with UCAP about the use of diversity statements and ways to recognize faculty for their contributions to diversity in the faculty advancement process. DEI statements are not currently mandated for advancement; only hiring.

- A committee member asked if there were data available about faculty searches outside of criteria with waivers, if they are contributing to campus diversity goals, and what effect they had on fair hiring practices.
- NIH has studied funding and found large disparities by racial categories. Black faculty in biomedical fields have years-long funding deficits as they push for tenure. Researchers are working to quantify how much more difficult it is for black faculty to get grants, and what costs this presents to the University. Members agreed that UCAADE should look at the NIH studies and ask how the University uses knowledge of funding disparities to inform its own processes.
- Faculty members noted concerns about the proposed Policy on Abusive Conduct in the Workplace. VP Haynes replied that the implementation structures are similar to those already in place. A member suggested that the University work hard to create early interventions to prevent behavior rising to the level of sanction, and promote early healing of the community. AVP Lee asked UCAADE to provide suggestions to clarify confusion around confidentiality, mandatory reporting, and other potential sticking points.
- Chair DeSipio asked if Presidential Postdoctoral Fellows are being retained at higher rates than those hired from other avenues.

## **VI. Systemwide Review Items**

1. Proposed Senate Regulation 479: UCAADE endorsed the creation of the California General Education Transfer Curriculum (Cal-GETC), noting the inclusion of a high school ethnic studies course.

2. Proposed Senate Regulation 630: UCAADE endorsed the clarification of the residency requirement for UC undergraduate degrees. Members noted the oft-touted benefits to URM students of remote learning have not been supported by data.
3. Presidential Policy on Vaccination Programs: UCAADE is in favor of wide vaccination uptake, both for COVID-19 and influenza. However, the committee expressed mixed responses to the policy, as exposure to COVID-19 on UC campuses is inevitable even with substantial vaccination rates, since vaccination does not confer immunity, rather a lessening of symptoms and effects. As the policy asserts the principle that widespread vaccination for all communicable diseases is sound public health policy, UCAADE supports the policy.

## **VII. Plan for In-Person Meeting at UCOP**

The committee agreed to poll members to determine interest in an in-person meeting in Oakland.

## **VIII. UCAADE Priorities for AY 2022-23**

UCAADE Chair DeSipio introduced a list of possible focus areas for the committee:

- Ethnic studies and discussion about whether to add it to an existing A-G area, or make a separate “H” designation. Committee members noted that faculty are currently being contacted by reporters and other interested parties about any upcoming decision. The committee agreed that a meeting with the past Chair to hear the history of the discussion around ethnic studies would be useful.
- Faculty home loan programs and data showing to whom discretionary campus-level funds go to interest the committee.
- Classification of UC Health faculty, such as the “Clin-X” series.
- Campus community safety plans and the outcome of “Gold Book” revisions. The committee would like to meet with the new Systemwide Director of Community Safety.

The meeting adjourned at 3:51 p.m.

Minutes Prepared by Stefani Leto, Principal Committee Analyst

Attest: Louis DeSipio, UCAADE Chair