

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

**Draft Minutes of Meeting – October 21, 2021**

Present: Daniel Widener (Chair, San Diego); Louis DiSipio (Irvine); Jose Torres (Davis); Jane Stoeber (Irvine); Reynaldo Macias (Los Angeles); Jesus Sandoval-Hernandez (Merced); Katherine Stavropoulos (Riverside); Ifeyinwa Asiodu (San Francisco); Jean Beaman (Santa Barbara); Kirsten Silva Gruesz (Santa Cruz); Robert Horowitz (Chair, Academic Council); Susan Cochran (Vice Chair, Academic Council); Susan Carlson (Vice Provost, Academic Personnel and Programs); Amy K. Lee (Associate 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 October 21 meeting.

UCAADE members shared priorities at their campuses for the coming year. Key areas of concern include student mental health, student basic needs including food and housing insecurity, and the climate crisis. Members suggested that the increase in Hispanic Serving Institution designations across the system is not accompanied by clarity about the meaning and effect of the designation. True plurality might mean becoming a bilingual institution, for example. Faculty burnout as a result of COVID-19 impacts concerned many members. Members noted continuing concern and lack of clarity regarding Diversity, Equity, and Inclusion (DEI) statements for merit and promotion, including a wish to quantify their impact. The committee pledged to continue investigating ways to address these issues during the year.

**II. Discussion of Use of Diversity, Equity, and Inclusion Document and Collaboration with EO/AA Administrators**

Committee members discussed the current use of DEI statements on their campuses. Members indicated that rubrics, as used for other factors in promotion and tenure, would be a useful addition to the evaluation of DEI statements.

Chair Widener recounted that in June the Academic Council endorsed UCAADE and UCAF’s revised best practice recommendations for the use of Diversity, Equity, and Inclusion (DEI) statements in hiring and promotion.

The original recommendations were written jointly with the Systemwide Equal Opportunity/Affirmative Action Administrators Group (EO/AA). EO/AA members joined the meeting and shared their concerns regarding the revisions. They noted that a systemwide suggested rubric would help campus committees evaluate DEI statements. They agreed to work with UCAADE and UCAF to address these concerns.

**III. Senate Leadership Update**

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

- Chair Horwitz and Vice Chair Cochran reported that the Smarter Balanced Study Group recently forwarded to the President a report evaluating the potential use of the Smarter Balanced assessment in University admissions. The SBSG recommended against its use at UC.
- Concerns that a COVID-19 surge would cause post-Thanksgiving campus shutdowns have eased, as on-campus transmission rates remain low.
- Chair Horwitz co-chairs a joint Working Group on Mitigating COVID-19 Impacts on Faculty, which recently presented its report to the campus Executive Vice Chancellors. The EVCs support the goals to reduce pandemic-related harm to faculty members, and are concerned that the report's recommendations, specifically regarding merit and promotions and allocation of funds for research, not serve as unfunded mandates for campuses.
- The Regents would like to simplify the transfer process. At their meeting, there was a presentation on modernizing the ASSIST transfer course evaluation website. Chair Horwitz asked UCAADE to consider ways to address the Regents' concerns.
- Other issues raised by Chair Horwitz at the Regents meeting included lagging faculty salaries' negative effects on preserving excellence; the theft of intellectual property and challenges to academic integrity posed by third-party "tutoring" websites; problems with upgrading financial management software on various campuses; the importance of graduate education to the University enterprise; and the \$20B needed for seismic upgrades on University buildings, with only 10percent of that amount allocated.
- Council discussed ongoing contract negotiations between the University and "Unit 18" lecturers, and re-endorsed its 2020 [Statement on the University's Collective Bargaining Negotiations](#).
- The University plans to add 20,000 additional students by 2030, and will need to consider a variety of accommodation strategies to avoid overcrowding and maintain quality.
- Senate leadership is concerned that the Legislature may not continue the promised replacement of lost non-resident student tuition (NRST) in later years, although the requirement to enroll additional in-state undergraduate students will continue.
- The University Committee on Academic Freedom has proposed that academic departments making political statements on their websites include a disclaimer that they do not speak for the University as a whole.
- Chair Horwitz asked UCAADE to comment on the Proposed Presidential Policy on Abusive Conduct and Bullying in the Workplace.
  - Discussion noted that additional training sites are needed for clinical students, especially at UC Riverside. The campus depends on community partners, and losing a site negatively impacts availability for student training. Perhaps UC Riverside needs to own its own hospital to secure training for students.
  - Committee members asked about systemwide plans to support student mental health, and Chair Horwitz noted that \$15M has been allocated for mental health support for students, but \$1.5M per campus might not be enough.
  - A committee member noted that focusing on systemic problems and institutional climate would be of greater impact than focusing solely on individual mental health.

- Chair Widener noted that steadily increasing student numbers would impact faculty work load, and that UCAADE may wish to focus attention on this issue.

#### **IV. Hispanic Serving Institutions Doctoral Diversity Initiative**

In September, the Office of the President announced the release of the University of California-Hispanic Serving Institutions Doctoral Diversity Initiative (UC-HIS DDI). The program includes two components: competitive grant awards supporting short and long-term programs to expand pathways to the professoriate for underrepresented minorities, and funding to support graduate student preparation for the professoriate.

- Discussion included concerns that simply adding Hispanic faculty members and graduate students is not enough without institutional changes and a paradigm shift toward making UC a truly bicultural institution.

#### **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**

The Advancing Faculty Diversity Program, in its sixth year, received \$3M from the State, as well as funding from the President. Over 53 awards in total have been made to campuses, half supporting recruitment, and half retention and climate. Five of this year’s thirteen awards involve more than one campus.

President Drake would like all campuses to participate in a program called “SEA Change,” which supports efforts to create campus-wide transformations around DEI. Davis, Irvine, and Santa Cruz are already participating. The program provides a framework to bring evaluators to campuses to rate campus diversity and equity status.

Vice Provost Carlson noted that the proposed Presidential Policy on Abusive Conduct and Bullying in the Workplace, as well as other policies in process will be of interest to UCAADE. A systemwide group is working on an anti-discrimination policy and the University’s response to claims of discrimination. The current policies may not have a clear enough timeline for response, like the policies around sexual violence and sexual harassment, so the changes will address timeline and responses. When the policy is ready for comment, the Vice Provost will share it with UCAADE.

The Office of Academic Affairs administers an annual survey of faculty satisfaction through a project at Harvard called the Collaborative on Academic Careers in Higher Education (COACH), which asks about the factors influencing faculty who leave as well as those who stay. The data is broken down by gender, race/ethnicity, and discipline. The latest survey data should be ready in a month, and will be presented to UCAADE when available. While the survey began in 2016, not all campuses participated until this year. Because the reports are long, summary data has not been easily available but Vice Provost Carlson will create something for UCAADE to review.

UCAADE has requested data about faculty promotion, separation, and hiring. The Vice Provost's Office receives reports of percentage of faculty who were advanced by step or rank in any given year. Decentralization of the data makes systemwide comparison challenging. The previous year serves as a benchmark, against which this one is compared. Over time, both short- and long-term effects of COVID should be revealed. Data is revealing on a systemwide level, but few enough faculty leave any particular campus to make it useful on a campus level. The data distributed will be systemwide data.

There are systemwide meetings of campus equity advisors planned in 2022 and 2023 to facilitate conversation about their roles and experiences. Merced and Santa Cruz will collaborate to develop materials for equity advisors since their campuses have the newest FEA programs.

- It was noted that, in general, it appears that female faculty tend to favor programmatic responses, while male faculty work for individual solutions to issues such as offers from outside institutions. A closer look at gender and how it relates to faculty separations might be instructive.

## **VI. Presidential Post-Doctoral Fellowship Program (PPFP) Update**

PPFP Director Mark Lawson updated UCAADE on the progress of the PPFP. The program has grown, with 38 award recipients in 2021. UC has partnerships with other universities to run similar programs on proprietary UC platforms. At least 40 percent of program participants go on to ladder-rank faculty positions at the University of California. The national average of ladder-rank faculty position achievement for postdoctoral graduates ranges from 10-20 percent. PPFP hires have outperformed open search hires at the UC with respect to achieving tenure and retention at 10 years post hiring.

Due to COVID, all activities have been remote. Each fellow received \$750 to help translate their work to remote platforms. Current fellows are permitted to re-budget research funds for this purpose. Online drop in gatherings have built community for the participants.

Last year, there were 1170 applicants, a significant proportion of the approximately 5500 underrepresented minority PhDs in the nation. The 80 percent URM applicants to UC's PPFP represent a large share of that market. In 2018, UC committed to funding all program participants, and expanded the program to health sciences and professional schools. Thirty-four fellows were hired in the last hiring cycle, an all-time high for the program. STEM disciplines face hiring difficulties matching industry salaries, and \$1.3M was added as a STEM startup funding initiative, which has increased STEM hiring.

The Andrew Mellon UC-HSI Humanities Initiative grant provides three million dollars a year for five years to support additional fellows in humanities and related disciplines and to augment hiring of fellows in Humanities at the six UC HIS-designated campuses.

## **VII. Campus Reports**

UCD is focusing on student mental health, and addressing student basic needs as part of mental health support. The campus received another systemwide Advancing Faculty Diversity grant. The campus continues to work towards establishing an undergraduate scholarship for medical school. The School of Medicine has set aside money for members of every department to work to change the culture, through the Inclusion, Diversity, Anti-Racism, and Equity (IDARE) Taskforces initiative.

UCI's Native American students report feelings of isolation. There has been discussion on campus regarding naming and renaming endowed chairships, similar to the discussions about renaming campus buildings.

UCM hopes to clarify policies around diversity statements for promotion. Without evaluative data, there is no indication of tangible evidence that this component impacts the merit/tenure process. Interest in DEI issues varies widely across campus departments. The committee hopes to build coordination between faculty equity groups on campus.

UCLA met with all FEAs last year to promote discussion about the best placement for them, whether departments, divisions, or schools. The Moreno Report has resulted in changes in committee structure and how to approach DEI issues, tenure and promotion processes, and program reviews. The Academic Freedom Committee released a statement about faculty's freedom to teach courses according to their academic judgement. The campus Senate takes DEI issues seriously.

The campus Diversity, Equity, and Inclusion Committee at UCR has not yet met to set campus priorities for the year. Last year, faculty were concerned about salary equity and the rigor of the kinds of studies done on campus, with a push for a scientifically sound study. In addition, gender bias in student evaluations of faculty is an ongoing concern.

UCSF is focusing on strategies to support faculty with disabilities. There is concern about inequities in funding distribution across campus.

UCSB is working to formulate language around DEI and CAF. Additionally, issues around housing for staff, faculty, and students. Housing affordability affects retention for both faculty and staff.

UCSC became the last campus to add faculty equity advisors, called Advocates on campus. There is a joint Advancing Faculty Workgroup with UC Merced. The campus does not have a Vice Chancellor position for equity, although the Chief Diversity Officer has increased responsibilities. Both the Committee on Affirmative Action and Diversity and other campus senate committees have pushed the administration to formulate different responses to labor actions.

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

UCAADE agreed to discuss any responses via email.

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