

## Meeting Minutes

### 1. Agenda review, approval of meeting minutes from October

- [Recommendations for Statements on Contributions to Diversity, Equity and Inclusion](#) – with Academic Council endorsement letter

Endorsed by Council and sent to Provost Brown, UCAADE's Recommendations for Statements on Contributions to Diversity, Equity and Inclusion (jointly authored by the systemwide EEO/AA/Diversity Administrators' Group) has now been distributed to the campuses. Chief Diversity Officers should have received it, and UCAADE members should be on the lookout for signs of implementation. Local committees can watch for related work around the recommendations and follow-up locally.

Some campuses are still concerned about contributions to diversity becoming the "fourth leg" of criteria used for promotion. There are various responses to this concern, including describing diversity as the thread that runs through teaching, research, and service work. If diversity is a separate box to fill out, it may be possible to disable the "below expectations" rating for that portion of an evaluation. UCLA and UCSD have useful guidance on the web. Coordination between the faculty diversity committee and campus academic personnel offices can help in developing specific guidelines.

- CSU/UC Anti-Bias Training Initiative Working Group – Update

Chair Siu is the representative from the UC Academic Senate to the CSU/UC Anti-Bias Training Initiative Working Group. Javier Arsuaga was also appointed to the group, which is focusing on how to reach and influence campus leaders. The total amount is \$1.2 million, to be shared between UC and CSU as part of an ongoing process to improve climate. The group that is developing the call for proposals looked at existing programs so as not to duplicate existing efforts.

- Council Meeting Discussions

- Chancellors' Statement on Israel Boycott

UCAADE and a couple of other committees submitted comments about the Chancellors' statement on an Israel boycott. The Academic Council will most likely come out with a statement that will emphasize the notions of shared governance and consultation in these situations.

- Course Evaluations Task Force

UCAP Chair Dan Farber and UCAADE Chair Lok Siu, in consultation with the chairs of CCGA and UCEP, drafted a proposal for a Course Evaluations Task Force that was sent to Academic Council for approval. The proposal was accepted, and a Task Force will be formed with representatives from the four committees and others. UCSC member Elizabeth Abrams and UCSD member Michael Trigilio volunteered to participate as UCAADE members next year. It was noted that teaching evaluations are generally determined at the departmental level, although campuses may provide guidelines.

There are efforts in this area going on currently around the UC system, and part of the initial work of the task force will likely be to identify these.

- Recommendations from President Napolitano and UC Tiger Teams on International Agreements and International Students

Two task forces were established last year as a result of pressure from the federal government regarding concerns about academic espionage, IP theft, and other unethical and illegal activities. The task forces' recommendations were sent to President Napolitano, who then wrote a memo to all Chancellors to convey her recommendations. On some campuses the letters have resulted in concerns about racial profiling and may be having a chilling effect on international collaboration.

- Update on workgroup to develop and finalize a systemwide California Hispanic-Serving Institutions Doctoral Diversity Initiative (CA-HSI-DDI)

Six of the nine UC undergraduate campuses are designated “Hispanic-Serving Institutions” (HSIs). The “CA-HSI-DDI” initiative was formed to help develop the PhD pipeline, and includes CSUs as well as UC. UCAADE Chair Lok Siu and UC Davis member Javier Arsuaga have been named to the workgroup. Arsuaga has proposed that some funding be used for the development of networks of scholars that can work to support and train graduate students and show them viable academic career options. There is \$1 million available for programming and \$1 million for fellowships.

**Action:** Meeting minutes from January 24, 2019 were approved with minor amendments.

## **2. UCAADE’s input on additional faculty diversity funding**

The committee discussed the prioritized list of ideas for additional funding recently provided by President Napolitano for increasing faculty diversity. Priorities for UCAADE focus on retention and advancement. Monetary awards could include short-term funding for course release, research assistance, conference attendance, summer research, manuscript review, and 3<sup>rd</sup> year fellowship.

Other ideas included providing more support for the mentorship and networking duties that disproportionately fall on women and URM faculty, and leveraging any successful practices from the Advancing Faculty Diversity initiatives to apply those more broadly.

Housing costs are seen as a major problem at most UC campuses. Childcare is also a perennial issue.

## **3. Equity Advisor Programs - Recommendations**

The committee discussed potential recommendations for improvements and/or expansion of faculty equity advisor programs (or similar) on campuses. There are significant differences among the programs. At a minimum, all faculty equity advisors work with search committees. Additional duties include working on graduate admissions and campus climate issues. Instead of specific duties, UCAADE’s recommendations could focus on training for new advisors, ongoing support, assessment, and review. Chair Siu will follow up with EEO/AA/Diversity Administrators liaison Karie Frasch about the work being done by that group.

## **4. Member reports**

*UC Berkeley* – The campus committee (DECC) is working on program review and discussing how to handle departments that are unwilling to deal with diversity issues.

*UC Davis* – Initiated by the Chancellor, UC Davis will soon have a fellowship for faculty members who have diversity accomplishments but may have slowed down in other areas. Administrators are now figuring out the implementation – whether it will be a semester off, etc. The local committee is exploring how to

assist the faculty members who took over the support duties of the African American, Latino/a, and Native American Centers when they lost their funding. The committee has started working on student food insecurity and will discuss the problem and potential solutions with the Provost. There is a task force working on it, but some feel that more can be done.

*UC Irvine* – UCI has Faculty Equity Advisors. The UCI Academic Senate’s Council on Equity and Inclusion was constituted this year.

*UCLA* – The local committee is looking into DEI statements and has met with two administrators due to a CAP and executive committee issue regarding whether the statements are part of a candidate’s file. Separate statements are not required, but departments may develop their own norms. The understanding is that no faculty member should be penalized under APM 210-1-d; the diversity statements should be a carrot, not a stick. The local committee discussed the proposed changes to Senate Bylaw 336, and had concerns about using the same mechanism for conduct violations as disparate as plagiarism and sexual harassment. The committee has also been discussing the transfer guarantee agreement.

*UC Riverside* – A faculty climate survey, led by the committee on Faculty Welfare, has been approved by the divisional Senate. The Diversity committee will contribute. In some departments, campus climate has been an issue. There is continued training for diversity officers. The committee continues to investigate how COC appoints members to committees, with an eye to diversity attributes.

*UC San Diego* – UCSD received UCAADE’s recommendations for DEI statements. The campus is in the process of reviewing its required DEI courses. There is a backlash against faculty and TAs who teach the classes. The local committee is working with the teaching and learning commons to prepare a survey that is expected to yield recommendations for the courses. The classes are usually lower division and available in a variety of fields; they usually focus on race, gender, and/or sexuality. The Office of the Vice Chancellor of Equity, Diversity and Inclusion has released a strategic plan. There are concerns on the campus that the students are not receiving sufficient support from the Office for Students with Disabilities. 1 in 5 students at UCSD claim disabilities, but a much lower percentage take advantage of the Office’s services. A faculty career development program provides grants – course release and other types – for faculty who are URM, women, and/or contribute otherwise to diversity. The local committee is the review body.

*UCSF* – UCSF conducts regular climate surveys. In recent years there has been no improvement in the satisfaction reported by URMs and women. Issues include childcare and salary. A Task Force has been set up to look into programs such as the MOP home loan programs and potential increases to base pay. A leadership development program requires the inclusion of women and faculty from underrepresented groups. The local committee and CAP are working on implementation of diversity statements and work/life balance issues like childcare. A new childcare center run by Bright Horizons is opening at Mission Bay. A new policy allows for 12 weeks of child bonding time for both mothers and fathers.

*UC Santa Barbara* – UCSB’s local committee is continuing to review applications for a diversity award, which were received from a broad range of fields. UCSB does not have Faculty Equity Advisors, but the Associate Vice Chancellor for Diversity has proposed that a program be created.

*UC Santa Cruz* – UCSC’s local committee is working on getting on-campus childcare. There is a one-year diversity funding project for URM and women in STEM to develop more networks. The project is specifically targeted toward those who are having trouble advancing from associate to full professor. The local committee is discussing waivers for spousal and partner hires, including separating target of

excellence hires (TOEs) from spousal and partner hires. The CAAD responded to a local problem in the computer science department where a change was made that adversely impacted student diversity.

Several campuses report issues around accommodating disabilities, including ADA compliance, available services, and more. Faculty Welfare committees are generally taking the lead in faculty involvement.

Undergraduate student representative Lennin Kuri reminded committee members to be sure to get student input for campus committees. Kuri is liaison to the State legislature for the Undergraduate Student Association.

## **5. Consultation with UCOP Office of Diversity and Engagement**

*Elizabeth Halimah, Associate Vice Provost*

*Tae-Sun Kim, Strategic Diversity Initiatives Manager*

Associate Vice Provost Elizabeth Halimah and Strategic Diversity Initiatives Manager Tae-Sun Kim joined the meeting to talk about the role, scope, and responsibilities of campus Chief Diversity Officers (CDOs).

Every campus has at least one Diversity Officer, but the role and status varies by campus. They are generally vice chancellors or associate vice chancellors that are appointed by the Chancellor; some come from student affairs. The longest tenure is currently 16 years. UC Davis recently hired a Vice Chancellor as its CDO. UC Santa Cruz splits the role into one position focusing on faculty and one on staff and students.

University Diversity Officers generally have a significant staff, often with resources available to provide data, administration, and other support. Less often the Title IX and/or EEO and compliance roles are within the office of the CDO.

AVP Halimah provided answers to the questions posed by Chair Siu regarding the CDOs:

1. Do CDOs participate in FTE allocation discussions (faculty hires)?  
This varies quite a bit. All CDOs would like to participate in FTE allocation discussions.
2. In what way do CDOs support faculty hires?  
CDOs directly and/or indirectly support faculty hiring. CDOs have been involved in the Advancing Faculty Diversity initiative pilots, some as PIs. Some have to sign off on search committees, or oversee that function.
3. How do CDOs support women & URM faculty?  
CDOs provide resources for retention packages and other programs. Through FEA programs – for those campuses that have them – CDOs are involved in hiring and retention.
4. How do CDOs address climate issues?  
Usually they are the point of contact for any climate issues. They are in charge of climate surveys, building communities of acceptance (proactive work), dealing with situations (reactively), and mediation or other needs.
5. Communication between faculty and CDOs.  
Almost all CDOs are involved in faculty networks – especially those who came up from the faculty – and with Faculty Equity Advisor programs.

Potential support from UCAADE for CDOs might include recommendations that they participate in FTE allocation discussions with the campus EVC/Provost and that they be involved in dean- and cabinet-level searches. UCAADE could recommend to the CDOs that all campuses have Faculty Equity Advisors that receive training and compensation.

UCLA is seen as very successful in its retention efforts, with much credit going toward an influential CDO. The campus was also a leader in requiring training for search committee members on unconscious bias. Campus faculty diversity committees are encouraged to get to know their CDO. The CDO should be invited to meetings – especially the new CDOs at Davis and Merced.

Members mentioned the concern about UC moving toward hiring more LSOE positions and fewer tenure track faculty.

## **6. Consultation with UCOP Office of Academic Personnel and Programs**

*Susan Carlson, Vice Provost*

*Pamela Peterson, Executive Director and Deputy to the Vice Provost*

*Gregory Sykes, Academic Compensation Data Analyst*

- UCAADE’s suggestions for use of additional faculty diversity funding from President Napolitano

UCAADE members offered their suggestions (discussed earlier in the meeting) for retention in the form of support for junior faculty and using efforts shown to be successful in pilot programs.

- Campus inputs on faculty diversity

VP Carlson reported on her recent tour of the campuses to hear their suggestions for using faculty diversity funding. Many of the ideas from the campuses align with UCAADE’s suggestions. Retention and climate were big topics, as well as salary and other types of equity. VP Carlson reminded the committee that only \$1m of the new \$7.1 million (per year) is allocated for retention efforts. Her office recently hired a scholar to write a report about UC’s retention efforts. The literature on climate is very dispersed and there are few metrics to measure what practices help improve campus climate.

Some of the ideas on UCAADE’s list are campus decisions – such as allocation of resources – but UCAADE members suggested that UCOP could help by providing matching funds. Carlson said that a call for proposals for Advancing Faculty Diversity and Retention funding should be sent to campuses by the end of April.

VP Carlson’s office has collected data from an exit survey that might be used to determine when URM/women faculty turnover is different from overall faculty separations, which may suggest when to use interventions. Prioritizing the DEI Statements may help in retention efforts, especially combined with UCAADE’s recommendation that they be included in the merit and promotion process. One aim is for the “invisible service” done primarily by woman and URM faculty members to be recognized.

UCAADE members wanted to know what will happen to the best practices generated by the Advancing Faculty Diversity initiatives. The lack of consistent commitment to efforts is seen as problematic.

VP Carlson reported that the President’s Postdoctoral Fellowship Program had accepted 38 new fellows. Hiring incentives are available for PFP fellows, but there may be need for more start-up funding to supplement hiring into faculty positions. Some departments are afraid of losing an FTE if they hire a PFP fellow.

- Dependent care reimbursement in travel policy – update

Dependent care reimbursement in UC travel policy has been on the UCAADE agenda in the past. A few years ago, there was a revision to the travel policy that underwent a systemwide review, but the dependent care provision was removed in the end. There is now a renewed effort to take the language that was approved at that time and add it in to the travel policy. As a financial policy (not Academic), the Controller's office needs to approve it, but VP Carlson said that it should be out for systemwide review soon.

- Conference on faculty service at Lehigh University (recap)

Pamela Peterson attended a summit on service engagement for faculty at Lehigh University last fall. Faculty at other universities have the same concerns about giving proper weight to service that UC faculty have expressed. Specific issues include how to institutionalize the work and how to develop a rubric. There are also issues around making service more visible and transparent; some faculty members are over-committed (as mentors, volunteers, etc.), while others need to be pulled in and may not make an effort. Ideas from the conference's brainstorming session ranged from specific to big-picture.

There is a COACHE survey that asks for faculty members' feelings about their service commitments. One UC campus has a template for faculty to use to quantify their service and receive credit.

UCAADE members raised the issue of campus COCs (Committees on Committees), which are responsible for selecting committee members. At some campuses this is seen as a very subjective process. Other campuses have standards that lay out expectations by level of faculty.

- Report on the latest year's data of separations and retirements (if available)

UCAADE members viewed the draft data provided by VP Carlson's office immediately before the meeting. Since there was not a lot of time to review the data prior to discussion, the committee will postpone to a later time a discussion about what can be done with the data. Members asked if it could be presented by discipline, by campus, by position (rank), and presented as a percentage of total faculty.

## **7. Consultation with Academic Senate Leadership**

*Robert May, Academic Council Chair*

*Kum-Kum Bhavnani, Academic Council Vice Chair*

Academic Council approved revisions to Senate Bylaw 336 for the timing of Privilege and Tenure hearings in disciplinary cases. A shorter timeline for adjudicating SVSH cases was requested by the State. The changes were made by UCPT and the new timeline will be reviewed in three years to see if it is working. Since there will be additional pressure on staff to manage cases in a narrower window, the Senate is asking for more resources.

The result of a Task Force on extending academic freedom protections for librarians and other non-faculty academic appointees will be a new section of the APM (011). The new section will be out for a 90-day review soon. It says that academic appointees who do what faculty do are subject to the same protections of academic freedom and responsibilities in the faculty code of conduct. For other work that contributes to the mission of the university, but is not directly teaching or research, the rule will be to follow the professional standards of that field (e.g., librarian). Grievances will be heard by the same standards. The work stems

from the desire of represented librarians to have academic freedom included in their employment contract. The administration and Academic Senate felt that academic freedom was not something to be bargained.

The Academic Council's [Standardized Testing Task Force](#) is examining the role of standardized tests in UC admissions and their use as predictors of success.

The Academic Council is involved with UCSF's proposal to have an affiliation relationship with Dignity Health as a solution to space issues. As Catholic institution, the four Dignity hospitals in the area operate under Ethical and Religious Directives (ERDs) that prevent certain services, so there are issues. The Committee on Faculty Welfare now has a task force looking into the issue and more broadly of having religious hospitals on UC's health insurance.

Elsevier update: UC's negotiations with Elsevier were halted without coming to an agreement. So far, the UC community still has access to their materials. At the latest Board of Regents meeting, Chair May invited the Regents to sign on to Academic Senate's statement about the negotiations, but they declined. The situation should lead to broader discussions about faculty publishing and the merit and promotion system.

Chair May has asked CCGA to discuss graduate student applications and admissions, and whether targeted redactions of personal information might prevent bias in reviews and result in more diversity of graduate students, especially in certain fields.

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*Meeting adjourned: 4:05pm*

*Meeting minutes drafted by: Joanne Miller, UCAADE analyst*

*Attest: Lok Siu, UCAADE Chair*

*Approved by committee: May 30, 2019*

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***Meeting participants:***

Lok Siu (Chair), Mona Lynch (Vice Chair), Michael Nylan (Berkeley), Javier Arsuaga (Davis), Matthew Foreman (Irvine), Antoinette Gomes (Los Angeles, via video), Boris Maciejovsky (Riverside), Michael Trigilio (San Diego), Christine Glastonbury (San Francisco), Cynthia Benell and Melissa Morgan Consoli (Santa Barbara, substitutes, via video), Elizabeth Abrams (Santa Cruz, via video), Monica Cornejo (Student Representative – Graduate, via video), Lennin Kuri (Student Representative – Undergraduate), Robert May (Academic Council Chair), Elizabeth Halimah (UCOP Associate Vice Provost for Diversity & Engagement), Tae-sun Kim (UCOP Strategic Diversity Initiatives Manager), Susan Carlson (UCOP Vice Provost), Pamela Peterson (UCOP Executive Director and Deputy to the Vice Provost), Gregory Sykes (UCOP Academic Policy and Compensation Data Analyst), Joanne Miller (Committee Analyst)