

**Meeting Minutes****1. Chair's Announcements, approval of meeting minutes**

Meeting minutes from January 23, 2020 were approved.

**- *Chair's Report from Academic Council***

UCAADE's comments on policies and other items under review were sent to the Academic Council and discussed last week. UCAADE discussed these at the last meeting, including changes to the Emeritus/Emerita policy and the Comprehensive Access Working Group report.

**- *Extending Faculty Diversity Task Force***

UC Santa Cruz member Elizabeth Abrams reported on the first meeting of the Academic Council's Extending Faculty Diversity Task Force, a small, short-term group that was formed to develop ideas for building on the Advancing Faculty Diversity initiatives into potential multi-campus efforts. The group talked to VP Susan Carlson and PFP Director Mark Lawson and brainstormed ideas, including partnering with the PFP to create programs for early and mid-career faculty. Other ideas centered on storytelling and creating community within the university. The Task Force will produce a report by the summer. UCAADE members should report back to their local diversity committees about the Task Force.

**- *Graduate student strike***

The influence of the UC Santa Cruz graduate student wildcat strike is gaining steam around the system. Today there is a call for a statewide walkout. UCAADE's discussion on the topic was wide-ranging, from specifics to the big picture. Many people within the UC community are upset about the firing of graduate student TAs from their positions. There is also great concern for the undergraduate students. UCSC member Elizabeth Abrams talked about the practical concerns faced by the campus, such as obtaining grades for all students and the delivery of instruction for the next quarter. The administration is restricting departments' ability to hire other students as TAs based on the percentage of grades submitted for the fall quarter. Other committee members talked about what is going on with graduate students and organizing on their campuses. There is a "COLA for all" movement that is spreading. Faculty feel that some messages coming from administration about preparation for class disruption due to the COVID19 virus seems to be a mingling responses to the virus and the strike.

UCAADE members talked later in the meeting with Academic Council Vice Chair Mary Gauvain about whether the committee should comment or write a letter to the Academic Council. (More below.)

**Action:** Four UCAADE members will draft a letter from the committee about the strike to circulate to members for input.

## 2. Systemwide Review Items

- [Report of the Academic Council's Standardized Testing Task Force](#) and [Additional Statement](#) (Comments due March 23, 2020)

The committee talked about the Report of the Academic Council's Standardized Testing Task Force, focusing on the recommendation to develop a new test in nine years and whether that is a feasible endeavor and a responsible use of resources. UCAADE Chair Mona Lynch was on the Task Force and provided some insight into the deliberations, noting that the admissions officers do a lot to mitigate any bias from test scores. The Task Force tried to be data-focused as well as thoughtful. If the SAT was removed, the admissions algorithm would rely more on GPA. More and more universities are making admissions tests optional. Members noted that there are many community college transfer students at UC who have not taken the SAT, at least in the last year or two.

**Action:** Chair Mona Lynch agreed to draft a response letter for the committee to be circulated to members for comment.

- [BOARS Recommendation to Eliminate the ACT Writing and SAT Essay Requirement](#) (Comments due March 23, 2020)

All members were in support of eliminating the ACT Writing and SAT Essay requirement for admissions.

- [Proposed Presidential Policy on Gender Recognition and Lived Name](#) (Comments due April 22, 2020)

The policy is not supposed to change any requirements. One issue that was brought up by the UC Merced local committee was the perception that people had to answer certain questions that they may be uncomfortable answering. The Policy Appendix says that any mandatory question should include a "decline to state" answer, but that voluntary questions do not. Members noted that people who filled out forms on gender or sexual orientation would be asked if they wanted more information on LGBT community and support services and wanted to know if there were equivalent questions for other potential community groups.

## 3. Consultation with UC Office of the President – Diversity and Engagement

Vice Provost and Chief Outreach Officer Yvette Gullatt joined the meeting to talk about student basic needs and food insecurity specifically, and to give a general update on UC's diversity and engagement efforts.

- ***Student basic needs and food insecurity***

In 2019, the California budget provided funding for student basic needs, including food and rapid rehousing efforts. \$2.5 million at the systemwide level is distributed to campuses based on need. The Board of Regents formed a special regents committee on student basic needs in January, 2019, that will make recommendations (expected by the summer) for how to address the problem of food insecure and homeless students. VP Gullatt noted that there are many efforts, but UC needs to do a better job with the most vulnerable populations, including students who are parents and/or supporting families. The emphasis now is on making sure that students are enrolled for all of the possible benefits available. CalFresh, which is part of the federally funded Supplemental Nutrition Assistance Program or SNAP, is the first priority. It turns out that student enrollment in federal programs is lower than it could be. This includes not only CalFresh, but grants for meals, rent, and emergency housing help that are available to students. Campuses are trying out educational programs to help students understand budgeting and finance, and reaching out to students before they arrive on campus. Overall, UC needs a comprehensive plan to develop an infrastructure for basic needs.

VP Gullatt said that her department is working with Suzanna Martinez, a professor of Epidemiology and Biostatistics at UCSF to develop a survey instrument to gather more accurate data. Not all students are fully utilizing financial aid or loan options, or may be using their funding to help support their families. The average loan debt for UC students is around \$21,000, which is lower than the national average. Although there is a limit on how much students can borrow, parents can borrow up to the cost of attendance under the federal guidelines. The committee mentioned scholarships or donations, but these often just end up reducing financial aid. Tuition is generally not the problem; housing and food are the big expenses and financial aid only covers some of it.

In terms of graduate student needs, support for graduate student education is not funded by the State. President Napolitano has been meeting with graduate student associations, graduate deans, and other to gather information on funding and needs. The overall cost to bring support up to needs is estimated at over \$100 million. Housing is a big part, and it will be up to the State to provide funding.

The committee talked briefly about supporting graduate students with different needs for housing, such as accessibility. Some campuses have – or are hiring – Chief Accessibility Officers.

- ***General Diversity & Engagement update***

UC received funding from the state for a joint program with CSU to produce anti-bias training. There are currently 1,600 students, administrators, and faculty leaders who are being trained in “disrupting bias” and responses to micro-aggressions. The initial cohort will train others.

The “Proposed Presidential Policy on Gender Recognition and Lived Name” that is currently undergoing systemwide review is intended to make sure that online systems are up-to-date and reflect an individual’s needs. There were issues with lived name when UC’s personnel system transitioned to UCPath.

#### **4. Senate Leadership update and discussion**

*Mary Gauvain, Academic Council Vice Chair*

The Senate Leadership update with Academic Council Vice Chair Mary Gauvain included information on several topics, but most of the conversation centered on the graduate student strike and related issues.

*Openness in Research Policy:* UCOP is working on a new policy that would carve out exceptions for the university to accept funding with citizenship and publication restrictions. Federal agencies are making changes to their requirements that are influencing the policy. UCAADE may want to comment on the policy once it is out for review.

*Search for a new UC President is in progress.* The goal is to announce the new president at the May Regents’ meeting.

*DACA:* UC is preparing for a supreme court decision on the Deferred Action for Childhood Arrivals policy. A negative decision would impact staff as well as students.

*Conflict of Interest/Outside Compensation:* UC Health has formed a Working Group on Conflict of Interest after concerns were raised in the press around conflict of interest related to outside compensation.

*Graduate student strike:* Vice Chair Gauvain suggested that the graduate student strike be put into the larger context of state funding for public universities. Like other state institutions nationwide, UC is direly underfunded by the state, and has been for the past 40 years. In the near future the situation is not likely to improve. The State of California has other, high-cost priorities, not the least of which will be dealing with the fallout of COVID19 on the economy.

The relationship of the graduate students to the university is complicated, as faculty (and the system) rely on graduate students to teach. With unionization, the relationship has changed from teacher-mentor to union-employee, with faculty not a part of the contractual relationship. In addition, many campuses are located in areas with high-housing-cost, often with restrictions on expansion. Solutions are being developed, but they will take time. Gauvain believes the Senate should participate in the shaping of solutions. Faculty input will be valuable because faculty are on the ground with students, in classes.

Discussions within Academic Senate committees on the strike and related issues have revealed that legislators do not fully understand or appreciate graduate student funding. The committee on planning and budget (UCPB) discussed specific raise calculations and the issue of wage fairness compared with other employees, including those who are also in unions. The university has to deal with impacts on undergraduate students, concerns from parents, and public fallout. A related issue is the Unit 18 Lecturers, who are currently in contract negotiations with the administration.

UCAADE members discussed a committee letter or formal response, including taking a moral stand, addressing the systemic issue, addressing equity issues, expressing support for the needs of undergraduate students, and/or proposing a path forward via a restorative justice approach. In addition to impacts on graduate students, the failure to release grades is having a disproportionate impact on undergraduates in vulnerable situations.

## **5. Diversity Equity and Inclusion (DEI) Statements**

The UC Davis faculty are voting for two resolutions, one that says that diversity statements should not be required and a second, opposite resolution, that says diversity statements are useful as part of a holistic package for academic appointments as well as for merit and promotion. Seen by some as a filter for conservative candidates, the first resolution could close the door on diversity statements in some departments. The committee learned that UC is also likely facing lawsuits around the use of DEI statements.

## **6. 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*

*Patricia Osorio-O'Dea, Director of Academic Program Coordination*

### **- Diversity Equity and Inclusion (DEI) Statements**

The committee discussed Diversity, Equity, and Inclusion statements with Vice Provost for Academic Personnel and Programs Susan Carlson, Executive Director Pamela Peterson, and Director Patricia Osorio-O'Dea. Vice Provost Carlson noted that aligning recruitment practices with job postings makes sense, and that many UC faculty job descriptions include something about diversity, equity and inclusion. Committee members asked whether UC Davis could locally rescind the requirement for diversity statements if was in conflict with a systemwide recommendation. In APM 210-1-d, diversity is included as a criteria within each of the other three criteria.

UCAADE discussed whether to reaffirm its commitment to DEI statements as an important means of fostering inclusion and equity within the university. Some UCAADE members are wary of being too extreme, and suggested focusing on having an environment that best serves students. UCLA recently went through a process that added a section on Contributions to Equity, Diversity, and Inclusion to its CALL (criteria for academic appointment and advancement).

In addition to DEI statements, VP Carson noted that there are other new efforts within the university around fostering faculty diversity, including search committee training and outreach strategies.

- ***Advancing Faculty Diversity Initiatives update***

The two RFPs for the 2020 Advancing Faculty Diversity (AFD) initiatives were sent out yesterday to campus EVCs, Chief Diversity Officers, and the Academic Senate Leadership. These recipients are expected to distribute the message widely. UCAADE, Chief Diversity Officers, EVCs and others provided some input to the new RFPs, but the requirements are not substantially changed from last year. There is additional money for cross-campus collaborations. Last year there was one cross-campus proposal (from Davis and Merced focused on a faculty learning community for teaching strategies for first generation students). Each proposal needs administrative support and a sponsor on a campus.

Discussion of potential initiatives included cluster hires, which have had mixed results, and addressing bias in teaching evaluations.

- ***AFD Communities of Practice meeting in Davis (Nov. 2019)***

The meeting of Advancing Faculty Diversity project leaders in Davis in November drew about 60 people, including current and past project leaders and Chief Diversity Officers. It focused on the five recruitment and nine retention projects that are currently underway. Another meeting is planned for April 16-17 at UC Riverside that will spend the first day focused on retention and climate and the second day on recruitment. Kyle Lewis from UCSB's Technology Management Program will talk about measuring and assessment for climate. UCAADE members are welcome to attend, but should let VP Carlson know. The focus of the meeting will be on networking and community-building for the projects.

- ***Equity Advisor Programs update***

UCAADE Chair Mona Lynch is on the organizing committee for a systemwide meeting of Faculty Equity Advisors in Irvine in June. The gathering was motivated by UCAADE's recommendations last year.<sup>1</sup> All campuses will send representatives, even UCSC and UC Davis, which have different programs. The meeting will have concurrent interactive sessions and a plenary session on issues of climate. The organizers are trying to find descriptions of all campus FEA programs and current lists of advisors.

- ***Report to Regents on Faculty Recruitment, Retention and Diversity***

VP Carlson talked about the pressure from the legislature and Regents to increase faculty diversity to better serve the needs of the students. The item that was prepared for the January Board of Regents' meeting – and was postponed until March – tries to address the Regents' concerns about

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<sup>1</sup> <https://senate.universityofcalifornia.edu/files/reports/rm-mb-recommendations-for-equity-advisor-programs.pdf>

progress in diversifying the faculty in terms of ethnicity and gender. The primary messages of the presentation are that UC is finding better ways to collect information (e.g., UC Recruit, retention and exit surveys with growing data) and that UC is trying to change recruitment, climate and retention process to improve outcomes. One of the presenters at the March meeting is scheduled to talk about prioritizing statements on diversity for recruitment.

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Meeting adjourned: 4:15pm  
Meeting minutes drafted by Joanne Miller, UCAADE analyst  
Attest: Mona Lynch, UCAADE Chair

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**Meeting participants:** Mona Lynch (Chair), Javier Arsuaga (Vice Chair, via video), Susan Schweik (Berkeley), Jose Torres (Davis, via video), Louis DeSipio (Irvine), José Luiz Passos (Los Angeles), Irene Yen (Merced alternate), Xuan Liu (Riverside, via video), Errol Lobo (San Francisco, via phone), Melissa Morgan Consoli (Santa Barbara), Elizabeth Abrams (Santa Cruz), Natalie Lopez (Undergraduate Student Representative, UC San Diego, via video), Mary Gauvain (Academic Council Vice Chair), Yvette Gullatt (Vice Provost and Chief Outreach Officer, UCOP), Susan Carlson (Vice Provost, Academic Personnel and Programs), Pamela Peterson (Executive Director and Deputy to the Vice Provost), Patricia Osorio-O’Dea (Director of Academic Program Coordination), Joanne Miller (Committee Analyst)