UNIVERSITY OF CALIFORNIA   ACADEMIC SENATE
UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY, AND EQUITY
Minutes of Meeting – April 14, 2022

Present: Daniel Widener (Chair, San Diego); Louis DiSipio (Vice Chair, Irvine); Julianna Deardorff (Berkeley); Jose Torres (Davis); Jane Stoever (Irvine); Reynaldo Macias (Los Angeles); Jesus Sandoval-Hernandez (Merced); Katherine Stavropoulos (Riverside); Jennifer Burney (San Diego); Ifeyinwa Asiodu (San Francisco); Van Park (alternate, San Francisco); Jean Beaman (Santa Barbara); Kirsten Silva Gruesz (Santa Cruz); Robert Horowitz (Chair, Academic Council); Susan Carlson (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**

Chair Widener noted items of interest to UCAADE: an update on political statements posted on department websites, an ethnic studies high school graduation requirement, discussions regarding teaching modalities, issues around staffing and return to campus, transfer student issues, and issues with increased costs of unionized graduate student research and teaching assistants. He noted that Council passed a resolution in support of colleagues teaching critical race theory in areas enacting regulations to suppress such information. He also reported that James Steintrager from UC Irvine was chosen as the incoming Academic Senate Vice Chair.

He encouraged UCAADE members to review the request for proposals from the Advancing Faculty Diversity (AFD) Recruitment program.

UCAADE has reached agreement with UCAF on the wording for the letter regarding the use of DEI statements for faculty hiring and academic review. The final version does not include material written by systemwide AA/EEO officers, because it focuses on faculty. The letter will return to Council as an update, as it was endorsed last year.

Action: UCAADE approved the agenda of the April 14, 2022 meeting and the will approve the minutes of the January 13, 2022 meeting via email.

II.   **Instructional Modalities and DEI Issues**

Various campuses have experienced calls for universal hybrid instruction and recording of classes. Student groups making the calls have referenced accommodations made by campus Students with Disabilities Services offices. Such efforts have diversity implications, and UCAADE may need to examine the issues next year.

Discussion noted students least able to attend in-person classes because of family situations, housing issues, or pandemic-specific barriers also were often unable to access classes remotely. Barriers to providing hybrid instruction, such as class content, clinical classes, or infrastructure limitations in classrooms challenge the idea of hybrid teaching as a realistic approach. Concerns regarding proprietary class material and a chilling effect on student participation, should classes

be recorded, were raised. Committee members agreed that accessible education is important, especially for URM students, but maintaining quality is a challenge, as most faculty agree that hybrid teaching is more difficult than face to face instruction, and entails many costs not yet enumerated.

Discussion coalesced around twin principles of instruction. First, that residency has tremendous educational value. It enhances collaboration, learning outside of structured instruction, and provides access to resources such as libraries and laboratories. On the other hand, students experiencing barriers to residency need access. Accommodations are one part of access, and as was experienced during the pandemic, remote instruction can be a kind of access. Accommodation relative to access will require creativity and resources.

III.   **Senate Leadership Update**
    o   **Robert Horwitz, Academic Senate Vice Chair**

Regents' Meeting: Chair Horwitz reported that the Academic and Student Affairs Committee discussed websites such as Chegg and Course Hero which facilitate the theft of intellectual property and academic dishonesty. In his remarks previously, Chair Horwitz had noted that an inability to guarantee the integrity of classes and degrees, online UC degrees would be imperiled. UC Legal believes that legal action against websites which facilitate cheating is unlikely to succeed. Since novel ways to evade scrutiny are always evolving, creating a culture of academic integrity is the only long-term approach likely to succeed.

At the Health Services Committee, AVP Byington reported that contracts have been signed regarding affiliation with Dignity Health Services and Adventist Health, with negotiations continuing with the Veterans Administration, Providence, and the Indian Health Services. These contracts protect University employees from retaliation should they have complaints about being prevented from providing service to patients.

UCOP: Searches for a new Provost and Executive Vice President, Vice Provost of Academic Personnel and Programs, and Executive Director, Systemwide Academic Senate are underway. The Council chose Jim Steintrager from UC Irvine as the new Systemwide Senate Vice Chair.

Academic Council: UCAF wrote a memo in response to student requests for mandatory course recording and permanent hybrid instruction at UCLA, supporting ADA accommodations for individual students while opposing mandated recording for all courses.

The Entry Level Writing Project (ELWR) Task Force presented the first part of their report. It noted that both students and faculty responded positively to the ELWR and that ELWR supports equity for students. Also discussed at Council was Academic Senate Regulation 424, aligning UC admissions requirements with a law requiring ethnic studies for high school graduation. After vibrant discussion, Council sent the proposal to BOARS for further consultation and will likely respond in fall, 2022. Council took up a letter from UCAF regarding political statements on department websites. Lively discussion led to a suggestion that departments should develop bylaws for such statements as well as processes for determining conventions around signatures, and means to not coerce those holding minority viewpoints. UCAF will revise and bring the subsequent letter back to Council.

The proposed Climate Memorial was approved at the April Assembly meeting and will be brought to the faculty for a vote as rapidly as possible to ensure that semester campuses will have adequate time to respond.

IV. **Consultation with UCOP Office of Academic Personnel and Programs (APP)**
   o **Susan Carlson, Vice Provost, Academic Personnel and Programs**
   o **Patricia Osorio-O'Dea, Director of Academic Program Coordination**

Events of note include a UC Irvine all-day symposium on Comparing Relevant Equity Advisor Tools to Empower (CREATE), sponsored by AFP, and at UCLA, a project focused on issues of professional development and equity and Inclusion. Invitations will be sent to UCAADE.

Requests for proposals are out for AFD projects, and they are due in May. Sessions about making proposals have been held. Two other events from the APP Office are the AFD spring 2022 convenings. These will have three sessions: active recruitment projects, active improved climate and retention projects, and a joint session providing a report on the AFD program's first five years.

In May, APP will present the five-year AFD report to the Regents, covering the history of the program, types of awards, successes, and plans for future work.

URM hiring has risen from 11-12 percent of all faculty hires in 2011-12 to 22 percent in 2019-20, and 24.4 percent in 2020-21. Restrictions imposed by Proposition 209 prevent hiring committees from considering race, sex, or ethnicity, but AFD has focused on people engaging with questions of inclusion and equity. This has produced a more diverse faculty.

The Proposed Presidential Policy on Abusive Conduct and Bullying in the Workplace is going out for a second, 30-day review. Concerns expressed during the first review included definitions of prohibited conduct, questions around academic freedom, what appeals processes existed, and interactions with Privilege and Tenure and Senate bylaws. The revisions will go before the Senate by the end of April. Other policies under second review include a proposed increase to pay for family care and bonding time from 70 percent to 100 percent, and two policies regulating conflicts of commitment and interaction with "foreign entities."

The final report of the Working Group on Mitigating COVID-19 Impacts on Faculty is available. Evaluating faculty members using Achievements Relative to Opportunity (ARO) is key, and UCAADE can help by supporting the use of the recommendations in the report on their home campuses. UC Davis Provost Mary Croughan and Academic Council Chair Robert Horwitz will present the final report to the Regents, and they hope it illustrates the negative effects of the pandemic on faculty.

➢ UCAADE asked if waivers for recruitment for partner hires were tracked. Until recently, searches were not tracked, but now all campuses use the same system and APP has started an analysis of search waivers but cannot yet identify which are partner hires.

➢ Chair Widener asked what proportion of projects were fully faculty-originated, and how many are from administrators. VP Carlson noted AFD projects work best when both faculty

and administration are involved. The work needed to bring a project to fruition can be overly burdensome for faculty, and faculty are needed to support projects initiated by administration. Top-down imposition by administration on a department not committed to the work has had poor outcomes. All campuses now have an administrator identified to lead this kind of work.

➢ Discussion regarding parental leaves noted that birthing parents get more leave than co-parents. Vice Provost Carlson noted that postpartum leave was medical leave, and birthing parents added it to parental leave, which is the same for all parents.

➢ UCAADE members noted that expending resources to hire diverse candidates without focusing on retention may not diversify the faculty. There is an AFD award category for retention, and funding depends on the quality of the proposals received.

➢ A member noted that schools with greater resources may create more fundable proposals for AFD awards. APP responded by highlighting pre-award meetings for information about crafting awards are available, and highlighted language reminding campus personnel to center equity in their choices when moving proposals forward.

VII. Campus Reports

UCB is hiring a new Chief of Police. The DECC is investigating questions around equity issues in awards, and is identifying key administrators for   campus-driven awards to encourage equity in award consideration.

UCD's CAAD has received a report on teaching including addressing implicit bias in student evaluations of instructors. A handout for students, to address issues of implicit bias, is being prepared.

UCI surveyed all FEAs, deans, and other administrators to provide a report to the campus' Office of Inclusive Excellence. A survey of all faculty will assess awareness of FEAs, the range of issues for which faculty consult with FEAs, and will be used to determine what tasks fall to FEAs. Lecturers with SOE cannot serve as FEAs; the committee will seek to understand how this might limit the program. Campus leave policies' language may need updating as it is heteronormative and marriage-focused, and does not reflect the population at UC Irvine.

UCLA has dealt with student demands and actions for universal accommodations including universal recording and ongoing dual-modality instruction, while remaining focused on access. Negotiations were useful and are ongoing. The final report of the implementation committee for the Moreno Report was issued last spring, and all committees were asked to respond. The committee formulated a response, enumerating activities undertaken since the original report, and sent it to the divisional senate.

UCM has arranged an outside investigation following complaints about treatment of Black students, faculty, and staff by campus police. There is a preproposal for the Gallo School of Management, initially funded in 2002. Concerns that the plans will gather the least diverse departments on campus to make up the School have been met with negative responses by department administrators. The approval process for the new school may provide an opportunity to influence these departments' diversity.

UCSD's Committee on Diversity and Equity is considering the harassment policy in concert with the systemwide review. The campus revision to principles of community has committee members running two AFD efforts. They and are dealing with inclusion issues as the campus OSD and faculty/staff services are understaffed. The committee led efforts to slow a change to graduate funding which would have negative effects on diversity efforts, lack of clarity, and is being touted as a budget increase.

UCSF has received feedback about its anti-racism projects from their Presidential Visiting Scholar. A workshop on gender equity attended by the Chancellor and Provost focused on numbers of faculty, pay inequity, hidden work demands faced by women, and COVID-19 impacts.

UCSB's Chancellor has approved an Academic Senate request to have a review panel for Munger Hall. The CDE is investigating equity in parental leave. The VC for DEI and the CDE are discussing how best to coordinate DEI efforts on campus.

UCSC Faculty is assessing administrative diversity. The Calling out Whiteness training has been well-received. There has been an increase in spousal/partner waivers of open recruitment, and in some cases those candidates did not provide diversity statements, as policy requires, raising concerns about erosion of DEI considerations in hiring.

VIII. Items for Systemwide Review

UCAADE agreed to review items and discuss responses via email.

The meeting adjourned at 3:17 p.m.
Minutes Prepared by Stefani Leto, Principal Committee Analyst
Attest: Daniel Widener, UCAADE Chair