

## UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY, AND EQUITY

Thursday, April 19, 2018

## Meeting Minutes

**1. Agenda review, announcements, approval of meeting minutes**

The meeting minutes from Oct. 12, 2017 and January 18, 2018 were approved.

UCAADE Chair Tanya Golash-Boza updated the committee on the Senate's efforts to close the faculty salary gap between UC and the eight institutions used for comparison. The gap has fluctuated over the years, and now stands at 8%. Both Provost Brown and President Napolitano have shown interest in addressing it. UCFW came up with proposal to close the gap over the next few years by allocating some increase to salary scales (base salary) and some to off-scale. The plan has now been discussed with Chancellors, who are being asked to use discretionary funding. There is likely to be no additional funding specifically for salary increases. A compromise that is less than the proposed plan would do little to close the gap.

The Academic Senate is also deeply involved in the recently announced transfer guarantee agreement between the community colleges and UC. Although official Transfer Pathways were announced a couple of years ago, UC is still trying to get to the 2:1 ratio of new freshman to transfer students at each campus, as requested by the State. Although the ratio is met systemwide by UC, three campuses (Merced, Riverside and Santa Cruz) do not have the 2:1 ratio. The State has been withholding \$50 million from UC's budget pending improvements in transfer admissions and other requests. The transfer guarantee is contingent on specific requirements, and is a higher bar for entry than most campuses already have in place.

UC Irvine member Mona Lynch gave an update on the Senate's UC Policing Manual ("Gold Book") Task Force. There is another task force, formed by President Napolitano, which includes three overlapping members. The Senate Task Force has proposed suggestions that include dealing with different populations and clarity about jurisdiction and interactions between UC and local area police forces. The Task Force will propose a system-wide body to oversee policing and suggest that campus climate surveys include questions about policing. It is expected that UC's police departments will review and respond to the proposed suggestions.

**2. Consultation with UCOP Office of Academic Personnel and Programs**

*Susan Carlson, Vice Provost*

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

- **Childcare reimbursement in UC travel policy**

Just a couple of years ago, changes were proposed to the UC policy on travel reimbursement that would allow reimbursements for childcare in some circumstances. But in the cost-conscious period directly after the State audit, additional reimbursement changes were not made. UCAADE could draft a letter to President Napolitano for the Academic Council to send that asks for the policy changes to be revisited. UCAADE can describe the need, and frame the argument in terms of diversity and equity. Since the policy recently went through systemwide review, UCAADE might pitch the revision as a point of clarification. Allowing childcare reimbursement at the university may be required by some grants for the funds to be used on travel

childcare expenses. Some campuses have developed their own solutions. UC Irvine has a dependent care travel award program that will provide up to \$1,000.

**Action:** Committee analyst will ask Pamela Peterson for a version of the revised policy that included travel reimbursement.

- **Advancing Faculty Diversity Initiatives update**

Chair Golash-Boza is a member of the Advancing Faculty Diversity Initiative advisory group, which meets via conference call once a month. VP Susan Carlson gave a brief update on each school/campus involved in this year's efforts, including increased focus on the hiring of PFP fellows, statements on contributions to diversity, and elevating hiring decisions beyond an individual department to a higher level.

Additional funding and accountability are proving to be key elements of success.

- **Gender identity and sexual orientation self-ID questions**

Gender identity and sexual orientation questions for new employees have been added to the UCPATH system. The decision was made years ago by a Presidential Task Force on LGBTQ issues to provide more information on the demographic profile of the UC community, although it will take years to have substantive data. Current faculty and other employees who use UCPATH can update their information if they choose.

UCAADE members asked about the choices for sexual orientation (straight/gay/bisexual), and whether there was a "different" option, as in the gender identity question. While these questions and answers are already established, there could be changes in the future. UCAADE can send suggestions to VP Carlson.

**Action:** UCAADE will consider whether to send VP Susan Carlson alternatives to the current "straight/gay/bisexual/decline to state" options for sexual orientation self-ID questions in UCPATH.

- **Race, ethnicity and URM categories**

VP Carlson provided one form for reporting race and ethnicity that is currently used for all new employees and another one that is in UC Recruit. The separate categories for domestic and international personnel are only for employees as it is not possible to ask citizenship status of applicants. Additional categories are intended to enable the university to look at under-represented groups outside of race and ethnicity.

- **Update on other systemwide initiatives**

"Evaluating Equity in Faculty Recruitment," the initiative co-chaired by VP Carlson and UC Davis Professor Kimberlee Shauman, will hold a meeting in April. Carlson is pleased about the study's results for statements on contributions to diversity as well as other strategies.

VP Carlson reported that UC Recruit will start collecting data on applicants who were offered positions but turned them down. Retention and exit surveys are still going on at six campuses. The requirement for a search committee chair to complete a survey will become mandatory at all campuses. The UC Berkeley report, "Searching for a Diverse Faculty: Data-Driven Recommendations"<sup>1</sup> is based on those surveys.

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<sup>1</sup> Available from: <https://ofew.berkeley.edu/equity/uc-berkeley-data>

### **3. Joint meeting with Chief Diversity Officers**

- **CDO Priorities**

To begin the joint meeting with the Chief Diversity Officers, VP Susan Carlson mentioned some upcoming events, including:

- The Second annual diversity retreat, organized by the EVC/Provosts in the fall. Campuses will be able to send 3-4 representatives.
- A symposium/meeting on faculty salary equity studies is scheduled for October 31. This stems from former UC President Yudof's 2012 request to campuses to conduct the studies. One of the requirements was to review and report the results in 2018 in order to determine what to do in the future.
- Vice Provost for Diversity and Engagement Yvette Gullatt and VP Carlson are planning a national meeting on the diversity pipeline for biomedical fields to be held in Washington, DC.
- In April, 2019, a meeting on the NSF-funded project for evaluating equity in faculty recruitment will be held at UC Davis, with a potential pre-meeting event for equity advisors.

VP Gullatt mentioned a first-generation college student event at UCSD on July 11-12, and a UC Black Administrators' Council Sept. 12-13 at UC Irvine. The Office of Diversity and Engagement is also trying to plan something for the Chicana/Latina community. And in September there will be a meeting for early career faculty, post-docs, and administrators on diversity in team science.

The CDOs were interested in UCAADE's input on the issue of promotion beyond tenure, and how junior faculty can be helped to move up the steps. The CDOs are considering a possible meeting or retreat to help demystify the process that would also include considerations for changing the step system.

UC Davis' CAMPOS program may be a good topic for an EVC workshop. While the program is resource-intensive, it is seen as a success.

- **Faculty Equity Advisor programs**

Most, but not all campuses have some sort of faculty equity advisor program, but they are unevenly implemented. UCAADE has contributed suggestions to recommendations drafted by the AA/EEO/Diversity Administrators group, and may release joint recommendations as well as the committee's own. More communication systemwide, with an exchange of best practices, would help the programs. UCAADE will consider drafting a specific funding request to ask that resources be allocated to this important effort.

- **Enhancing Faculty Diversity in the UC System**

The joint group discussed the UCAADE document "UCAADE: Enhancing Faculty Diversity in the UC System" that was prepared for UCAADE's meeting with President Napolitano last May and shared with Provost Brown earlier this year. The document describes the lack of diversity in UC's ladder-rank faculty, and then offers what the committee considers to be some best practices for increasing faculty diversity.

UCAADE members noted that diversity of the faculty was not only the result of hiring decisions but also the departure of mid-career faculty. It may be easier to find resources to for hiring than for retention. The State, for example, has provided funding for hiring initiatives, but most likely would not fund retention efforts. But efforts can be put into hiring senior faculty as well as junior.

The campus Diversity Officers are interested in looking at UC's policies on discrimination to make sure there is parity with the UC policies on harassment. UCAADE started reviewing discrimination policies two years ago, but focus on the revised sexual harassment policy and APM derailed the effort. UCAADE would appreciate collaborating with or being consulted by the Diversity Officers in any work around discrimination policies. The new UCOP Chief Compliance Officer Alex Bustamante is conducting a review of the policies related to discrimination.

Both UCAADE members and Diversity Officers agreed that it would be productive to bring the two groups together periodically, and efforts will be made to do so. Local Senate committees should also be meeting regularly with campus CDOs.

#### **4. Faculty Equity Advisor Program**

UCAADE members discussed the Faculty Equity Advisor program and potential recommendations for various elements, including who makes the appointments occur (Chair, Dean, Senate, Administration), administrative oversight and reporting, scope of responsibility (graduate admissions, hiring, promotion, climate, reporting of discrimination), breadth of coverage for each FEA (department, school, etc.), and review of FEA programs.

Faculty equity advisors may be appointed by a department chair, an Office for Diversity, or other central administration. To better involve the faculty, one solution would be for the local Committee on equity and diversity to advise on the appointments. UCAADE members suggested advisors be recruited via an open call rather than hand-picked, and provided with training. Equity advisors need to be trained in best practices so that they can help to ensure that deans, search committee chairs, and search committee members know and understand their responsibilities and best practices. There are efforts to make search committees more accountable for their decisions. Deans or CDOs might also be held accountable for search committee composition.

The scope of potential responsibilities for a faculty equity advisor is broad, but one individual can't do it all for a whole campus. At UCB, the equity advisor is involved in graduate admissions, hiring, promotion, climate, and reporting of discrimination, but the program is department-based.

There was agreement that the administrative office overseeing the program should monitor results and keep a record so that departments would be held accountable. The Divisional Academic Senate could also keep track. At the end of each year, there would be a report to the local diversity and equity committee.

The key point of any UCAADE recommendations is that the program is fundamental, at least at a campus level, and should be rewarded.

**Action:** UCAADE will review draft recommendations on faculty equity advisor programs and vote (via email) whether to forward to the Academic Council for wider distribution.

#### **5. Statements on Contributions to Diversity – In Merit Review**

UCAP Vice Chair Dan Farber joined the meeting via video to provide UCAP's perspective on assessing statements on contributions to diversity for merit review, and whether there is a need for criteria or guidance. The Academic Personnel Manual (APM) recognizes contributions to diversity in Section 210-1-d,

which was revised in 2015 after extensive consultation and review to “strengthen the principle that diversity functions as a component of excellence at the University of California.”<sup>2</sup>

There is wide variety in how campuses interpret the APM guidelines. Farber said that there has been resistance from campus academic personnel committees to adding new requirements. Campuses generally try to encourage and promote people who are making significant contributions, but it’s generally not the case that a faculty member would not get promoted for lack of contributions to diversity.

UCLA has recommended that a statement on contributions to diversity be considered by CAP in promotion decisions. Some departments have made the statements a requirement for applicants but not promotion. UC Santa Cruz has started working on guidelines for contributions to diversity statements that are based on waivers of open recruitment.

There would most likely need to be training so that CAPs and faculty know and understand what a “contribution to diversity” means. This would include definitions of diversity as well, and would need to consider that academic disciplines may have different issues with diversity.

CAPs have concerns about taking on a big new set of issues, but UCAP Vice Chair Dan Farber indicated that UCAP might appreciate guidance on how to evaluate contributions to diversity, even if it’s not required.

**Action:** Chair Tanya Golash-Boza will review UCAADE’s current collection of guidelines for contributions to diversity statements and will reach out to UCAP Chair Michelle Yeh.

## **6. Member reports**

*UC Davis:* UC Davis is exploring funding for faculty that are part of Hart Hall, which includes interdisciplinary programs such as African American Studies, Asian American Studies, and Gender, Sexuality and Women’s studies (among others).

*UCLA:* UCLA has finalized diversity guidelines for its program review manual and they have been approved by the Executive Council. The local committee discussed using diversity statements for promotion with the CAP chair. The campus has awarded seven individuals for contributions to diversity – four faculty members, one graduate student, one undergraduate, and one staff member.

*Merced:* Merced will soon start a search for a Chief Diversity Officer, a position at the Vice Chancellor or Vice Provost level, ideally with a faculty position as well.

*Riverside:* The Negotiated Salary Trial Program (NSTP) is starting UC Riverside and the local committee is looking into potential impacts on equity and diversity. The committee is also evaluating the cluster hiring initiative and whether it should be continued.

*UCSF:* Some departments at UCSF are evaluating using diversity statements for advancement. The local diversity committee is providing awards for junior faculty for the National Center for Faculty Diversity & Development boot camp.

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<sup>2</sup> From the June 29, 2015, Issuance Letter, accessed from: <https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policy-issuances-and-guidelines/revised-apm210-1-d.html>.

*UCSB:* UC Santa Barbara is in the process of formalizing their faculty diversity officers program and implementing an award based on contributions to diversity. The campus is doing implicit bias training for search committees.

*UCSC:* The local committee is working with a new “resource group for mothers,” on efforts including a childcare center and back-up care. Along with the Committee on Faculty Welfare, CAAD is discussing housing issues, including graduate student and family housing. Under the new campus EVC, there’s an effort to use academic analytics for decision-making, which might result in increased emphasis of the STEM fields over humanities and social sciences. CAAD will be looking at the diversity implications of moving in this direction.

*Student issues:* The student association would like feedback about where to channel their efforts around diversity, if faculty want to help with that. Student Worker and Service Unions are now bargaining, and a piece of the negotiations has focused on racial discrimination in the workplace.

The next meeting will be a videoconference on May 17, 2018 to wrap up remaining items.

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Meeting adjourned: 2:45pm

Minutes prepared by: Joanne Miller, Committee Analyst

Attest: Tanya Golash-Boza, UCAADE Chair

*Meeting Participants:*

Tanya Golash-Boza (Chair, UCM) Lok Siu (Vice Chair, UCB), Bruce Haynes (UCD), Mona Lynch (UCI), Catia Sternini (UCLA), Wei-Chun Chin (UCM alternate, via video), Boris Maciejovsky (UCR alternate) Rommie Amaro (UCSD), Jae Sevelius (UCSF), Vickie Scott (UCSB), Miriam Greenberg (UCSC), Sophia Armen (Graduate Student, UCSD, via phone), Joanne Miller (Committee Analyst), Susan Carlson (Vice Provost for Academic Personnel and Programs, UCOP), Pamela Peterson (Executive Director and Deputy to the Vice Provost, UCOP), Dan Farber (UCAP Vice Chair, via video)