

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

ACADEMIC SENATE

Draft Minutes of Meeting – April 8, 2021

Present: Javier Arsuaga (Chair, Davis); Daniel Widener (Vice Chair, San Diego); Julianna Deardorff (Berkeley); Jose Torres (Davis); Luis DiSipio (Irvine); Richard Yarborough (Los Angeles); Jesus Sandoval-Hernandez (Merced); Xuan Liu (Riverside); Melissa Morgan Consoli (Santa Barbara), Sylvanna Falcon (Santa Cruz); Jennifer Burney (San Diego); Andreea Seritan (San Francisco); Doreen Joseph (Graduate Student Davis); Susan Carlson (Vice Provost, Academic Personnel and Programs); Mary Gauvain (Chair, Academic Senate); Robert Horwitz (Vice Chair, Academic Senate); and Stefani Leto (Analyst)

I. Chair’s Announcements

- Chair Arsuaga has proposed changing the frequency and duration of UCAADE meetings for the next academic year. The proposal has been brought to Senate leadership, and discussions are ongoing.
- Topics of interest to UCAADE are gaining systemwide attention, including UC Health’s proposal to expand affiliations with Catholic hospitals and others that impose discriminatory policy-based restrictions on health care.
- UCAADE wants Faculty Equity Advisors (FEAs) to be nominated by faculty rather than deans, chairs, or other administrators, so they are independent of the administration. Another concern about FEAs is “mission creep,” whereby any equity concern becomes their responsibility.

II. Consent Items

Action: UCAADE approved the agenda of the April 8 meeting and the minutes of the January 14, 2021 meeting

III. Ethnic Studies A-G Update

○ **Daniel Widener, Vice Chair, UCAADE**

- Vice Chair Widener reported on efforts by California higher education faculty to promote the integration of ethnic studies into the California high school A-G curriculum, required for admission to UC and CSU.
- The University must first create a wide path for ethnic studies teaching, and second, to define ethnic studies.
- A working group that includes members of BOARS is discussing two possible approaches: adding an ethnic studies class to an existing A-G subject area or adding an additional “Area H” admission requirement.
- No determination has been made as to which type of ethnic studies courses would count for A-G: breadth comparative courses or single-subject courses.

ACTION: The Vice Chair will report on the upcoming meeting to UCAADE.

IV. Senate Leadership Update

- **Mary Gauvain, Academic Senate Chair**
- **Robert Horwitz, Academic Senate Vice Chair**

- Chair Gauvain and Vice Chair Horwitz reported that the Regents meeting included a well-received report by Provost Brown and IRAP Vice President Brown on the economic impact of the UC on California.
 - The Feasibility Study Working Group is evaluating a replacement instrument for admissions after the elimination of the use of the SAT/ACT, and has been consulting with the Provost.
 - Leadership has decided to circulate a survey to UC faculty and instructors later this spring about their experiences with remote instruction.
 - Senate leadership is working with the administration on systemwide guidance on planning for campus reopenings. Leadership want faculty to have a significant voice in planning. The guidance focuses on structural issues including what kinds of class formats will occur, and the need to open research and performance spaces on a faster timeline than classrooms in the fall; and operational issues such as enforcement of masking and/or distancing requirements, which should not be left to faculty. A vaccine mandate is likely, and the Fall Capacity Reopening Group is expected to issue a proposed policy. Student vaccine compliance would be managed through registration blocks; faculty and staff mandates are a more difficult issue, involving medical privacy.
 - A large data breach of file transfer software Accellion affected thousands of employees at UC, as well as many other institutions, revealing weaknesses in UC data protection. The University is encouraging all employees to take advantage of free credit monitoring offered by Experian, as well as taking other measures to secure their own and their beneficiary's credit.
- Chair Gauvain asked UCAADE to consider how a schedule change might impact staff support.
 - UCAADE members noted that faculty are confused about the proposed revisions to the Universitywide Police Policies and Administrative Procedures (The "Gold Book") currently circulating for systemwide review. Campuses are discussing the need for significant changes to campus policing but the "Gold Book" revisions seem to invite no useful campus input; Some revisions are even in conflict with state law about policing. It is unacceptable if the Gold Book review is the only option provided for faculty input. The policy is not workable in its current form. Members asked leadership to report to the President that campuses find the policy revision inadequate to solve ongoing problems with campus policing.

V. Consultation with UCOP Office of Academic Personnel and Programs

- **Susan Carlson, Vice Provost, Academic Personnel and Programs**

- The Vice Provost noted that UCAADE’s proposed revision to APM 210-(d) (Criteria for Appointment, Promotion, and Appraisal—“Teaching”), to include “mentoring” in the section title, did not include changes to the text. Additionally, mentoring is noted under the APM section on “service,” so the location of the term “mentoring” would need to be addressed. A workable definition of “mentoring” that includes elements defining good versus satisfactory mentoring, would be necessary for any CAP discussion about promotion. In addition, mentoring outside of teaching would need to be addressed. Many faculty provide mentoring as part of their diversity work, which is a different section. Adding a new category to the evaluation triad of research, teaching, and service, would not be viable. The main goal is to reward mentoring.
 - The University of California- Hispanic Serving Institutions Doctoral Diversity Initiative (UC-HSI DDI) is over-subscribed and underfunded. UCAADE was asked to encourage the Senate to write to the Provost in support of greater funding for the program.
 - The Presidential Postdoctoral Fellowship Program (PPFP) continues to succeed, with 25 faculty hired three years in a row. This year, 20 have been recruited and 19 are under consideration. There are currently over 100 fellows in the program.
 - The University is applying for Mellon Foundation grants to build partnerships around the PPFP for humanities faculty. Applications are due May 5, and there is \$15m available. Focus is on hiring at the six UC Hispanic Serving Institutions (HSI) campuses.
- UCAADE members noted that the past year has greatly increased the mentoring burden on faculty. One member related that students from different UC campuses have asked them for support and advice.
 - It was noted that STEM faculty hired through the PPFP program are routinely hired away from the University, and this will continue without ongoing replenishment funds for them.

Action: UCAADE will write a letter to Council asking that the Provost increase funding for UC-HSI DDI.

VI. Update on Graduate Student Housing
 ○ Daniel Widener, UCAADE Vice Chair

At UC San Diego, graduate student housing costs have increased between 40-80%. The campus wants to house 50% of graduate students, and has built additional housing, but paying for additional construction mortgages requires raising rents. Students were not informed of this change early enough to decline admission, and the campus has promised to grandfather students on the housing wait list at the old housing costs. Students entering after September will pay more. Students are contemplating a rent strike in response. The University says that auxiliaries (such as housing and dining) must be self-supporting, as state funds cannot subsidize them, but increased graduate student stipends could address auxiliary cost increases. A key element is the disassociation of student income and purchasing power. Student income is not sufficient for housing in the community as landlords require a 30% rent-to-income ratio.

VII. Affiliations with ERD-affected Catholic Hospitals

Chair Arsuaga provided background on UC's existing and proposed affiliations with hospital systems that follow ethical and religious directives (ERDs) to limit the kinds of care they provide. He noted that Catholic hospitals are discriminatory against LGBTQ patients as well as women. Senator Weiner's Senate Bill 379, the Equitable and Inclusive UC Healthcare Act, proceeding through the State Senate, would prohibit the University from affiliating with ERD-affected hospitals.

- UCAADE members noted that the clash of values is real, but there are also real and impactful shortages of inpatient beds; UC cannot serve enough patients with the beds available. Some concern was expressed that affiliations are primarily driven by a desire to increase market share, rather than patient need. Putting UC's name on a provider who will not provide UC-level care is problematic.

VIII. Items for Systemwide Review

UCAADE discussed a number of proposed policy issues circulating for systemwide review. UCAADE will respond with a letter of support on the Presidential policy on Native American Cultural Affiliation and Repatriation (v. 3), and a letter of concern about the proposed Revisions to Universitywide Police Policies and Administrative Procedures (the "Gold Book").

- UCAADE members expressed concern that the Gold Book revision is the first opportunity for faculty input into campus policing. Members anticipate more police violence, and student direct action seems like the only avenue left to respond.
- It was noted that the process by which the revisions were generated was not transparent. There was no representation of faculty/students/staff, nor consultation with campus experts in policing, such as Public Safety Advisory Committees.
- A member noted that the Gold Book includes no provisions for implicit bias training for police, but adequate money for militaristic training. There is a large difference between general system safety and critical incidents. Critical incidents should not drive policy, and should be considered rare foreseeable incidents. Everyday policing could be disarmed.
- Members agreed that the Senate should encourage the University to hit the "pause" button on this policy.

Action: UCAADE will write a letter of non-endorsement of the policy to Council.

IX. Discussion about UCAF DEI Letter

UCAADE reviewed a letter from the University Committee on Academic Freedom (UCAF) concerning the use of Diversity, Equity, and Inclusion (DEI) Statements in faculty hiring and promotion. The history of the use of DEI letters was presented. In January 2019, Council endorsed best practice recommendations from UCAADE for the use of DEI statements. UCAF's letter expresses concern that some campuses are applying the guidelines inappropriately. UCAF also recommended that questions about DEI contributions should not embed "the right answer," and should focus on the actions, experiences, or plans of the individual, as opposed to their beliefs.

- Discussion noted that DEI statements used in hiring and those in promotion might be better served if considered separately. Some members reported pushback against the use of statements on their campuses, which is sometimes framed as an academic freedom matter, and leads to less useful discussion. Some members believe that academic freedom arguments provide cover for simple anti-statement arguments. It was noted that teaching philosophies are required for promotion statements, and those raise no academic freedom concerns. The University's public charge requires a diversity-minded approach to serve California's population, so diversity statements should be a job requirement.

Action: UCAADE will write a letter to Academic Council reflecting their position on DEI statements.

X. Campus Updates

UC Berkeley's Office of Faculty Equity and Welfare has expanded search criteria to increase diversity in academic units. They hope to learn what has worked on other campuses to increase the efficacy of their efforts.

UC Irvine's Committee on Affirmative Action and Diversity evaluated FEAs and is surveying faculty regarding the work of FEAs. They had a robust initial response to the survey. Much of the committee's work recently has been centered on the proposed Gold Book changes.

Los Angeles' diversity committee will discuss campus policing. They are attempting to clarify the committee's role in the academic review process. The campus is evaluating FEAs and a new Vice Chancellor for Equity and Inclusivity has created a civil rights unit. The committee is meeting with FEAs individually. Every academic section has been charged to identify actionable and deliverable items in response to the Moreno Report.

UC Merced is reviewing bylaws and the preamble to the bylaws to recognize the impacts of systemic racism as part of the Chancellor's workforce anti-racism initiative. The Academic Senate will hire a consultant to help them define best practices to perform a self-study.

The UC San Diego Committee on Academic Personnel (CAP) discussed the graduate housing cost increase. The Black Student Union and the Black Faculty and Graduate Student Association have presented demands regarding campus policing, and the committee is having vigorous discussion regarding proposed changes to the Gold Book. They invited the chair of the campus research committee to integrate access, representation, climate and culture across campus. The campus is evaluating and attempting to revamp the process of financial awards for exceptional contributions to diversity.

UCSF is discussing the Gold Book and that has been the primary activity of the Diversity Committee.

The UC Santa Barbara committee is meeting with the FEAs who are appointed by deans.

UC Santa Cruz has a new equity officer in the Senate. The Advancing Faculty Diversity program

will be presenting to the administration next week. A push for fully online degrees appears to be gaining traction on campus, and is being touted as a way to promote diversity. The campus plans to invest heavily in the online instruction effort, despite campus-wide funding shortages. The equity committee has designed a rubric for evaluating waivers in faculty personnel reviews for COVID-related impacts.

The meeting adjourned at 3:15 p.m.

Minutes Prepared by Stefani Leto, Principal Committee Analyst

Attest: Javier Arsuaga, UCAADE Chair