

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

May 17, 2018 - Videoconference

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

Meeting minutes from April 19, 2018 were approved.

**2. Childcare reimbursement in travel policy**

*Tanya Golash-Boza, UCAADE Chair*

UCAADE members endorsed the red-lined, previous draft of edits to UC Travel Regulations (UC Policy G-28) that was circulated for review.

**Action:** Chair Golash-Boza will ask UCFW to sign on to UCAADE's request that UC change its reimbursement policy.

**3. Recommendations for Statements on Contributions to Diversity for Academic Positions and for FEA Programs**

Chair Golash-Boza and committee members made edits to the Google documents on "Recommendations for Statements on Contributions to Diversity for Academic Positions" and for FEA Programs and agreed that they would be circulated for a final review before being sent to the EEO/AA/Diversity Administrators group. UCAADE endorsed the recommendations as edited, and agreed to sign on to the joint documents. When the documents are finalized they will be sent to Academic Council for wider distribution. UCAADE will also recommend to the UCOP administration that UC should support a centralized repository for resources for equity advisors.

In discussion, UCAADE members expressed concerns about adding new requirements for statements on diversity, differences in culture for international applicants for faculty positions, and the restrictions of a grading structure. Other members noted that the documents are expressed as recommendations, not requirements, and are meant as blueprints or guides.

**Action:** After a final review, Chair Golash-Boza will send UCAADE's endorsement of the documents to the EEO/AA/Diversity Administrators group.

**4. Senate Leadership Update**

Academic Council Chair Shane White and Vice Chair Robert May joined the meeting to provide an update on the activities of the Senate, including:

*Faculty salaries:* President Napolitano has approved the Academic Senate's proposal for a 4% increase to the on-scale portion of faculty salaries for next year. Increases to the off-scale portions are at campus discretion. Chair White thanked UCAADE Chair Tanya Golash-Boza and expressed his appreciation for the work of the Academic Senate participants in developing a realistic plan. This is the first of a three-year agreement, and work is already under way to plan for the next two years of increases.

*State budget:* The January State budget proposal was disappointing in its lack of funding for the university, but the recently released “May Revise” provided some additional funding, including for deferred maintenance and capital costs. Congressman Medina (from Riverside) argued for full funding for UC. The governor has called for UC not to raise tuition, and has threatened to take funding away from Cal Grants if UC does raise tuition. Faculty, graduate students, and undergraduates have been involved in lobbying efforts in Sacramento.

Chair White mentioned a possible plan to reduce the population of out of state students at UC to ten percent. It is currently around twenty percent systemwide.

*Diversity:* Faculty diversity is getting a lot of attention right now. There are strong voices within the legislature for improvements in both student and faculty diversity. Congressman Medina has announced a hearing on faculty diversity for the fall. This would be a good time for UCAADE to put together a proposal.

**Action:** UCAADE will revise and prepare its document on “Enhancing Faculty Diversity in the UC System” and will send it to Chair White for Academic Council review.

*Retiree health:* The Task Force on Retiree Health is getting up to speed, and there will likely be no changes to retiree healthcare plans in 2019. Medical inflation looks pretty moderate for next year. The Task Force is supposed to sunset in June, but it might extend.

## **5. Items Under Systemwide Review** (See: <https://senate.universityofcalifornia.edu/under-review/>)

- [Proposed Presidential Policy on Disclosure of Financial Interests and Management of Conflict of Interest in Private Sponsors of Research and Revised APM - 028](#) [PDF] (Comments due June 20, 2018)
- [Proposed New Academic Personnel Manual \(APM\) Section 675, Veterinary Medicine Salary Administration](#) [PDF] (Comments due July 18, 2018)

UCAADE will not opine on the systemwide review items.

### *Videoconference Participants:*

Tanya Golash-Boza (Chair, UCM) Lok Siu (Vice Chair, UCB), Alessandra Lanzara (UCB), Bruce Haynes (UCD), Mona Lynch (UCI), Clarissa Nobile (UCM), Suveen Mathaudhu (UCR) Rommie Amaro (UCSD), Jae Sevelius (UCSF), Vickie Scott (UCSB), Miriam Greenberg (UCSC), Shane White (Academic Council Chair), Robert May (Academic Council Vice Chair), Joanne Miller (Committee Analyst)