

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY, AND EQUITY
Thursday, May 30, 2019

Meeting Minutes**1. Agenda review, updates, and approval of meeting minutes from March**

Lok Siu, UCAADE Chair

Chair Lok Siu praised the committee for its work this academic year, including the recommendations for expanding the President's Postdoctoral Fellowship Program (PPFP) and for Statements on Diversity, Equity, and Inclusion across campuses, including using DEI statements for merit and promotion. Although the action for implementing the recommendations falls mainly with CAPs, UCAADE members are encouraged to follow up locally by contributing to the creation and dissemination of guidelines and by monitoring what the campus does to align with the recommendations.

Chair Siu's updates:

- The CSU/UC Anti-Bias Training Initiative Working Group has completed its work. A call for proposals was sent out and responses received. The intent is to have a one-year pilot program of anti-bias training workshops and then evaluate.
- The chairs of UCAP and UCEP (Dan Farber and Anne Zanzucchi) will co-chair a task force to look at Course/Teaching Evaluations. The first meeting will be at the end of June, and the work is anticipated to be completed in the fall.
- Both Chair Siu and UC Davis UCAADE member Javier Arsuaga served on a workgroup to develop and finalize a systemwide California Hispanic-Serving Institutions Doctoral Diversity Initiative (CA-HSI-DDI). Siu and Arsuaga reported that the workgroup met monthly via videoconference and in-person in May. The program will consist of graduate student fellowships and grant funding for faculty-led, collaborative initiatives for recruitment, retention, and advancement. The grants will range from \$50,000 to \$350,000 for larger cross-campus collaborations.
- The Academic Council sent a letter to President Napolitano in response to her letters regarding international agreements and international students. Council also sent a letter to the Chancellors expressing concerns about their statement on academic boycotts of Israeli institutions.
- There are discussions in Academic Senate committees about incarcerated students; this will come back to UCAADE next year.

Action: Meeting minutes from March 21, 2019, were approved.

2. 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

- Faculty diversity funding from President Napolitano – update

The President's new diversity funding will be in the UCOP budget for next year, which will be approved by the Board of Regents in July.

- RFPs for Advancing Faculty Diversity: a) Recruitment, and b) Improving Climate and Retention

Until this year, the Advancing Faculty Diversity funding from the State was used for recruitment. This year, six campuses were awarded funding to focus on retention and climate. VP Carlson's office was able to employ a scholar to survey the research on retention and climate. The main take-away from the resulting report is that retention and climate are acknowledged issues and there are as yet no clear practices that work. The background research performed by the scholar informed the RFP for this year, and provides valuable background information for campuses.

There will be two RFPs this year, one for recruitment and one for climate and retention; applicants can request funding for two years if they provide justification. The recruitment RFP will be similar to those from the last three years, and can be built on prior successful efforts. The deadline for proposals will be in the beginning of August. A review group with Senate representation will be needed to review the proposals, and VP Carlson suggested that UCAADE members would be welcome.

Carlson reported that the incoming class of Presidential Postdoctoral Fellows is twice as big as in the past with more than 30 new fellows. There have been 20 confirmed hires into UC system, with 16 more in stages of negotiation or interview. Removing the cap on PFPF hires has been successful.

- Retention and Exit Survey (COACHE) update

The COACHE retention and exit survey will release campus and systemwide data soon. VP Carlson said that the results are similar to the last report regarding why faculty leave or stay at the university.

- May Regents' item on Diversity (focus on the health sciences)

At its May meeting, the Board of Regents received a report on diversity in the health sciences. The charts and graphs basically showed no progress over the years. The Regents have asked for the Health Science administrators to come back and explain what is going on. A UCAADE member noted that charts showing "ladder-rank" faculty may be misleading as many health science faculty members are clinical and therefore not included in ladder-rank series.

The committee was introduced to the medical accounting concept of the RVU, or "relative value unit," that guides decision-making at the medical centers. It is a way of translating medical center activities into dollars.

- Report on April 25-26 meeting, "Achieving Equity in Faculty Recruitment"

VP Carlson reported that the April meeting on Achieving Equity in Faculty Recruitment at UC Davis went very well. UCAADE's UCSC member participated in the meeting, along with people from around the country. There were many new ideas to try out. A summary will be provided and sent to UCAADE members.

Committee members discussed how a department or campus might get to the underlying issues that limit the effectiveness of diversity efforts. Rewards have been shown to work, but there is still harassment and discrimination that is often overlooked.

3. Canary Mission & Proposed UCSC Resolution

UCAADE members discussed the resolution from the UC Santa Cruz that is intended to mitigate the harm done by the Canary Mission website, which lists student activists, faculty members, and organizations that it considers to be anti-Israel or anti-Semitic. The website has been called a blacklist, and at least one graduate student has lost a job offer due to being identified on the site. Members said that the site has a chilling effect and is meant to intimidate those it targets.

The faculty are concerned about the psychological and professional impact; UCAADE noted that the itemized list in the resolution is an effective way of calling out the potential harms caused by the organization.

Members discussed whether there should be a statement from UCAADE, or an endorsement of the UCSC resolution.

4. Consultation with Academic Senate Leadership

Robert May, Academic Council Chair

Kum-Kum Bhavnani, Academic Council Vice Chair

UCSF affiliation with Dignity Health – The proposed affiliation between UCSF and Dignity Health has been called off. The Academic Council may formally ask that UC not contract with any third parties that do not abide by UC's non-discrimination policies. Chair May noted that the proposed affiliation might be the beginning of a larger question about the optimal size of UC's medical centers. UCAADE members asked about the economic pressure for consolidation and fear of losing market share.

UC's State Budget – With a few exceptions, the legislature is not likely to provide more funds outside of the revised version of the budget released in May. There is \$18 million toward reducing the number of out-of-state students. Last year, UC came up with an estimate of \$4 billion for what it would cost to reduce the number of out of state undergraduate students to 10% systemwide. Currently, no campus is supposed to have more than 20% out of state students, except for Berkeley and UCLA, which were grandfathered in.

Elsevier – Formal negotiations between UC and Elsevier have ceased, but as of now, UC still has access to Elsevier content. The UC libraries are prepared to help faculty obtain the materials they need if and when access is cut off. The librarians have prepared a systemwide campaign to let people know how to get materials, which will include direct purchase (for immediate needs) and interlibrary loan (for those who can wait a few days). Historical material will remain available. A national conference in Washington DC is planned for late August to talk about UC's work in this area. The support of faculty has been and continues to be crucial.

Fossil Fuel Memorial – The Academic Senate is sending a Memorial to the Regents regarding divestment of the endowment portfolio from fossil fuel companies.

Standardized Testing Task Force – The task force that is looking at the use of standardized testing in UC's admission process is expected to finish its work in the fall.

5. Member Reports

UC Davis: The UC Davis local committee's proposal for providing fellowships for "invisible service" was approved, and the campus will provide two \$5,000 fellowships. The committee's other recommendations will be submitted to the new VP for Diversity when she arrives. The local committee continues to discuss strategies for retention and ideas for housing and food insecurity.

UCLA: UCLA is launching its centennial. The campus' new Chief Academic Officer is a woman with engineering background. A diversity awards banquet was held at the Chancellor's home. Awards are given to one undergraduate, one graduate student, one staff person, and four faculty members. The local committee continues to be involved in departmental reviews and met with the Vice Chancellor for Academic Personnel about EDI statements. Meanwhile, the campus CAP approved EDI statements for reviews for merit and promotion. In the campus discussion about whether the statements apply to all faculty, or just ladder-rank, the administration said that the department determines whether to require statements for non-ladder faculty. The local diversity committee wants to make it clear that the statements are strongly encouraged even for non-ladder rank faculty. The committee also discussed changing the language used in the rubric from "poor" to "needs improvement."

UC Merced: The Merced Chancellor is retiring and it has been announced that UCOP Chief Financial Officer Nathan Brostrom will serve as interim. Brostrom has been deeply involved in the "Merced 2020" construction project. The campus is still very new, and while it is interested in following models set by other UCs, it also presents an opportunity to improve. For example: holding department chairs accountable for maintaining a welcoming climate. As the campus establishes departments, the local diversity committee is involved in defining the roles and duties of department chairs, including whether or not to require training in diversity. A joint Senate and administrative academic planning working group has established that UC Merced's priorities are UC-quality scholarship and diversity. The local committee continues its efforts from last year, including the hiring of underrepresented minorities in the STEM fields. A new Chief Diversity Officer will have the title of Associate Vice Chancellor.

UC Riverside: UC Riverside conducted a climate survey for faculty. Data will be analyzed and a report issued. The local diversity committee is working on getting data from the CoC on how gender and URM status are taken into account when selecting members for divisional committees.

UC San Diego: UC San Diego's local committee is involved in reviewing five to six campus ORU reviews per month to assess their contributions to diversity. To help resolve discrepancies and unreliable data in the reviews, the committee is proposing that units that are not measuring up have to provide an action plan for improvement and then come back in one year to show results. The committee would then reject renewals for ORUs that are not meeting the set goals. The local committee is still looking into additional support for students with disabilities. The Divisional Senate Council discussed the new recommendations for DEI statements. There was some resistance to the merit and promotion element, but guidelines are being developed.

UC Santa Barbara: UC Santa Barbara continues to work toward a formal Faculty Equity Advisor program. The local committee is working to define the scope and scale of the duties and responsibilities for the FEAs, as well as clarify the authority of the position versus the responsibilities of the position. The committee is also intensely discussing bias in course/instruction evaluations and hopes to see more support for changing the campus process along with a more systemwide approach.

UC Santa Cruz: UC Santa Cruz recently named a new Chancellor and will have an interim EVC. The new Chancellor, Cynthia Larive, has already expressed her interest in diversity and equity issues. The last official address of the former EVC was how hard the campus is on women in leadership positions. The local committee continues to explore exceptions to requirements for spousal hires and waivers of open recruitment. The campus will soon offer emergency back-up childcare. Looking at the big picture, the committee is interested in reframing how the university talks about diversity and equity campuswide. All reviews, proposals, etc., need to start with the assumption that diversity and equity are essential components.

Students: The UC Student Association is interested in the Governor's May Revise budget, which is funding some things that Gov. Brown did not fund, such as money to address student food insecurity and funding for immigration legal services. The Students Association came out against the out-of-state tuition increase.

6. Chief Diversity Officer Role

Lok Siu, UCAADE Chair

The committee discussed the inconsistency in the role of the campus Chief Diversity Officer and discussed how a set of basic responsibilities might be achieved. On most campuses they are oriented toward student issues. The committee discussed how the CDO can play a more significant role in addressing equity and inclusion issues involving faculty, such as FTE decisions and promotion and retention efforts. The current notion of a CDO at each campus was an outcome of the "2006 President's Task Force on Faculty Diversity" (<https://www.ucop.edu/faculty-diversity/resources/archives/presidents-task-force-on-faculty-diversity.html>).

To become more involved next year, UCAADE might begin by looking at the CDO job descriptions and explore possible ways that they can help advance faculty diversity, equity, and inclusion.

7. Advancing Faculty Diversity through Collective Excellence

Art Ellis, Vice President of Research and Graduate Studies

Vice President for Research and Graduate Studies Art Ellis joined the meeting via telephone to talk about a document he provided to the committee that outlines the idea of shifting the focus of excellence from an individual to a collective level. UC is getting bad marks from the Regents, State legislature, and students for what is seen as a lack of progress in increasing diversity. Looking at diversity as a part of "collective excellence" with a rewards system based on collective performance may be a way to make more progress. The document was written from a broad perspective, so implementation details would need to be worked out at the campus level. The idea is to make diversity an integral part of the university/campus/department reward system.

UCAADE members discussed ideas about individual versus department rewards, what metrics might be used, and how units might determine their own goals. Successful climate and diversity efforts may prove to be a recruiting tool. While there was some concern about the details, the committee agreed that it is important to hold units collectively responsible for diversity and equity. UCAADE determined that department reviews may be a good place to examine how "collective excellence" can be advanced. This will require exploration of how each campus conducts department reviews and if diversity is considered in those reviews.

8. Meeting Conclusion

Members thanked Chair Lok Siu for her excellent leadership of UCAADE in the past year. Topics for next year will include the role of the Chief Diversity Officer and departmental reviews.

Meeting adjourned: 3:40pm

Meeting minutes drafted by: Joanne Miller, UCAADE Committee Analyst

Attest: Lok Siu, UCAADE Chair

Meeting participants:

Lok Siu (Chair), Javier Arsuaga (Davis), Matthew Foreman (Irvine, via video), Antoinette Gomes (Los Angeles), Asmeret Berhe (Merced), Boris Maciejovsky (Riverside), Michael Trigilio (San Diego), Vickie Scott (Santa Barbara, via phone), Elizabeth Abrams (Santa Cruz), Lennin Kuri (Student Representative – Undergraduate), Robert May (Academic Council Chair), Art Ellis (UCOP Vice President, via phone), Susan Carlson (UCOP Vice Provost), Pamela Peterson (UCOP Executive Director and Deputy to the Vice Provost), Joanne Miller (Committee Analyst)