

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

**Draft Minutes of Meeting – June 3, 2021**

Present: Javier Arsuaga (Chair, Davis); Daniel Widener (Vice Chair, San Diego); Julianna Deardorff (Berkeley); Jose Torres (Davis); Louis DeSipio (Irvine); Richard Yarborough (Los Angeles); Jesus Sandoval-Hernandez (Merced); Xuan Liu (Riverside); Melissa Morgan (Santa Barbara), Sylvanna Falcon (Santa Cruz); Andreea Seritan (San Francisco); Jennifer Burney (San Diego); Doreen Joseph (Graduate Student Davis); Michael Brown (Provost); Susan Carlson (Vice Provost, Academic Personnel and Programs); Belinda Veal (Project and Policy Analyst, Student Affairs); Pamela Jennings (Graduate Studies Executive Director); Lori Freedman (UCSF); Patrick Dwyer (Davis); Kristin Mifsud (Davis); Erica Mineo (Davis); Chris Lindholm (Davis); Dierdre Spillane-Jiminez (Davis); and Stefani Leto (Analyst)

**I. Consultation with the Provost**

○ **Michael Brown, Provost and Executive Vice President**

Provost Brown discussed the Provost's role in diversifying the professorial pipeline. He noted that the University would like large changes, but the processes for change are very conservative. He had hoped to spark rapid diversification but now focuses on policy issues and diversifying graduate studies.

Undergraduates clamoring to attend a UC may not know that it is research work which underpins the reputation of the entire system. The state of California has benefited from elite and democratically available education. Provost Brown called for a broad evaluation of what excellence means, while acknowledging that the tools to achieve diversity are few, and the challenges complex. Programs such as the Presidential Postdoctoral Fellowship Program (PPFP) and focusing on a "grow your own" approach to the professoriate are tools to create change.

The Provost hopes to partner with UCAADE to create greater diversity and additional pathways to the professoriate. He noted positive items such as the Mellon Foundation grant to the University, and challenges such as caps on teaching assistant salaries hampering recruitment. State funding does not directly support graduate students, so the University has to distribute support as it can and find additional sources of graduate student support, especially as the recruitment pool diversifies both ethnically and financially.

- A UCPB member asked about the future of transfers in light of legislatively-imposed limits on out-of-state enrollments. The Provost noted that while the UC takes every in-state student for which funds are allocated, legislative concern regarding out of state students is not data- or money-driven; it has an emotional component. The UC achieves the 2:1 freshman to transfer ratio, but the transfer population is not diversifying the student body. Hopefully the Regents will look at data regarding the transfer issue.
- The graduate student representative noted that graduate students are a differently diverse pool than undergraduates, with veterans and parents a greater proportion of the mix. She

requested dedicated staff working on graduate student diversity issues and the involvement of students in the decision making. She noted how difficult it was to encourage students to pursue graduate degrees while industry offers generous salaries. Provost Brown referred to the restructured Graduate Undergraduate and Equity Affairs Office and invited committee members to share questions with him.

## **II. Consent Items**

**Action: UCAADE approved the agenda of the June 3 meeting and the minutes of the April 8, 2021 meeting**

## **III. Senate Leadership Update**

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

Academic Senate Chair Gauvain reported that guidelines and recommendations by the Senate for campus reopenings are circulating and urged committee members to use the document as a reference point during their campuses' reopening.

A survey of faculty experiences with remote instruction was completed, and the results, including by-campus results, will be sent to campuses and presented to the Regents in July.

Chair Gauvain noted that long-range planning has been sidelined during planning for reopening and dealing with fallout from the pandemic. Faculty's ability to meet the challenges of the past eighteen months should not be taken as a blueprint for going forward, and the real costs of the University's pandemic experience may be an appropriate subject for a report from UCAADE.

The President has released a Draft Presidential Campus Safety Plan for review. There is a relatively short review period, and Chair Gauvain urged committee members to share the plan with their campuses and provide feedback.

Senate leadership met with Chegg representatives at a UCEP meeting to discuss faculty concerns, and were not encouraged. Leadership and the UC Office of General Counsel continue to discuss institutional responses to deal with Chegg and other similar websites.

The UC's response to the Accellion data transfer breach is ongoing. Chair Gauvain urged all to sign up for identity and financial information theft protection, offered by the University through a third party.

Budget information coming from the legislature is relatively good. Additional money has been targeted to mitigate effects on faculty by COVID-19, to support student mental health, and to address student basic needs.

- A UCAADE member asked about next steps for the Gold Book revision in light of the Presidential Campus Safety Plan Draft. Vice Chair Horwitz shared that the President plans to move forward with campus safety planning and is putting the Gold Book

statutory revision on pause during the process.

- The graduate student committee member noted that explicit instruction as well as conversations addressing cultural norms around cheating are needed; and that she has classmates to whom cheating seemed acceptable.

#### **IV. Graduate Student Presentation on Neurodiverse Students**

- **Patrick Dwyer, Davis**
- **Kristin Mifsud, Davis**
- **Erica Mineo, Davis**
- **Chris Lindholm, Davis**
- **Dierdre Spillane-Jiminez, Davis**

Representatives from the Aggie Neurodiversity Committee, whose goal is to create awareness across campuses about neurodiversity, spoke to UCAADE. They presented research background and policy suggestions for neurodiverse students.

Neurodiverse individuals have brains which process information and stimuli differently from the broader “neurotypical” population. Neurodiversity is a DEI variant. The presentation focused subtypes of neurodiversity: Autism and Attention Deficit Disorders. Neither are uncommon, and both are represented in student populations.

Neurodiverse students at the UC may require accommodations and are likely to be discriminated against in a variety of ways. The group presented a strengths-based approach, noting that neurodiverse students have much to offer the UC. The University has the potential to be a nationwide leader in neurodiversity research and reforms.

The group proposed specific ideas, including establishing a campus-level Disability Cultural Center, recognizing neurodiversity as a DEI issue, and provide campus-wide trainings in neurodiversity.

**Action: UCAADE agreed to draft a letter about neurodiversity to Academic Council**

#### **V. Consult on UC Health Affiliations**

- **Lori Freedman, UCSF**

University affiliations with hospitals using Ethical and Religious Directives (ERDs) limiting care options for non-medical reasons are once again under scrutiny. The Regents will address the issue in an upcoming meeting.

Data detailing the impact of ERDs on patients is difficult to acquire from UC Health. Arguments about expansion of care to vulnerable populations and increasing access to care require numbers to evaluate. It is unclear how many times UC physicians have to inform patients that they cannot perform a needed procedure. The University does not have sufficient data on the impact of affiliation on the number of patients in underserved areas.

Professor Freedman noted that “grandfathering in” existing affiliations might resolve the issue, but concerns remain that ERDs requiring UC physicians and trainees to withhold medically

appropriate treatment is counter to UC values. Clinicians working for Catholic hospitals largely do not support the ERDs; they are determined by bishops.

Professor Freedman suggested that the creation of an institutional review board would help mediate these conflicts. Such a board, if housed outside of UC Health, would escape conflicts of interest. Perhaps Graduate, Undergraduate, and Equity Affairs or Ethics, Compliance, and Audit would be appropriate institutional homes for such a review board.

- A UCAADE member asked why the issue seemed to recur. Professor Freedman noted a variety of drivers, from hoping to expand the reach of UC Health throughout the state to a hope to provide greater access to specialty services.
- Vice Chair Widener suggested that medical personnel's ability to exercise medical judgement is an academic freedom issue.

## **VI. Consultation with Graduate, Undergraduate and Equity Affairs (GUEA)**

- **Pamela Jennings, Executive Director, Graduate Studies**

Executive Director Jennings detailed diversity efforts on behalf of UCOP Graduate studies. Advocacy and outreach activities focused on graduate education, coupled with outcome analysis, serve to support and further graduate education and support PhD career pathways.

Grad Slam, an annual research competition, has become an increasingly important professional development and outreach event. Partnerships with the California State University and Historically Black Colleges and Universities (HBCUs) are faculty designed programs to develop a wide pool for graduate students and future faculty. The UC-HBCU program has had great success with launching professorial careers for participants. The UC-Hispanic Serving Institutions Doctoral Diversity Initiative (UC-HIS DDI) the program has awarded ten grants, is active at seven UC campuses across multiple disciplines, and has reached more than 450 students in two years.

The Presidential Pre-Professional Fellows (PPFP) program is having positive effects. The University also has a Growing Our Own and Diversifying the UC PhD Pathways Initiative. GUEA is working to identify efforts that leverage resources outside of targeted diversity funding. Campuses are asked to submit plans to connect and leverage resources and strategies to achieve their campus' Growing Our Own goals. The Regents have been told that resources are the key to seeing the diversity they want in the University.

## **VII. Consultation with UCOP Office of Academic Personnel and Programs (APP)**

- **Susan Carlson, Vice Provost Academic Personnel and Programs**
- **Patricia Osorio-O'Dea, Director of Academic Program Coordination**

The Advancing Faculty Diversity (AFD) program has a \$3M budget for next year, plus possible additional state money. Currently there are several proposals for faculty recruitment and some for climate improvement and retention efforts. Five of the proposals include more than one

campus. APP is convening current and past participants of AFD to build community and discuss how the program projects are proceeding. UCAADE members are invited.

The Senate-Administration Mitigating Impacts of COVID-19 Working Group, formed in direct response to the joint UCAADE-UCFW letter with recommendations, begins meeting this week. The charge for the group is trifold: to review the fifteen immediate recommendations; to inventory all actions and pronouncements made on campuses; and to advise on the best methods to measure negative impacts of the pandemic and progress moving through them. The Working Group plans a report with recommendations for action in December.

The PFPF has hired at least 25 faculty members, with eight humanities hires added by the Mellon Fellowship program.

## **VIX. Campus Updates**

UCD plans in-person instruction in the fall and is reviewing distance learning's effects on minority students. The School of Medicine is attempting to establish a scholarship for URM Davis undergraduate students. The campus awarded five awards for Senate faculty who have provided exceptional service for DEI, and added one \$5000 academic fellowship for the academic foundation. The campus plans cluster hires, first for African-American Studies, then Native American Studies, along with other areas.

UCI reported a cluster hire of faculty through the Black Thriving Initiative. The campus Senate wants increased consultation with the administration regarding diversity issues and funding. The FEA program underwent review and FEA roles and expectations will be clarified.

UCLA has issued a sustainability plan with a large DEI portion. CODEI weighed in on the Moreno Report implementation plan, and the campus is creating a Black Resource Center.

UCR is investigating salary equity. Female faculty progress to full professor more slowly than male faculty. Without an equity review process, the campus committee finds this investigation hampered by lack of data.

UCSD has had continued incidents with campus police and student activism regarding campus safety. Graduate student housing concerns continue. A question regarding health insurance coverage for fertility services has become a recruitment issue.

UCSF appears to be normalizing DEI statements for faculty. The Academy of Medical Educators has just revamped the process of admission into the Academy to include DEI statements, and the campus committee has included a slide regarding such statements into new faculty orientation.

UCSB's campus committee had its last meeting; one highlight was recommendations of ways to recognize the hidden workload, as well as faculty's use of APM 210 diversity statements.

UCSC has revised its campus Academic Personnel Manual to increase transparency on waivers of open recruitment. Changes are circulating for comment and should be officially adopted during the 2021-22 AY. A Faculty Equity Advisor program will be phased in 2021-22 AY. The

ODEI administrative position is now a Vice Chancellor. The senate consulted on the job description; committees are largely supportive and encouraged by this change.

The graduate student diversity group plans to continue its work virtually next year.

The meeting adjourned at 3:00 p.m.

Minutes Prepared by Stefani Leto, Principal Committee Analyst

Attest: Javier Arsuaga, UCAADE Chair