

Minutes of Meeting

Thursday, April 18, 2024

In Attendance: Jen Burney (Chair), Kristen Holmquist (Berkeley), Agustina Carando (Davis), Karen Edwards (Irvine), Theodore Hall (Los Angeles), Marcos Garcia-Ojeda (Merced), Gareth Funning (Riverside), Shantanu Sinha (San Diego), Erin Gordon (San Francisco), Jean Beaman (Santa Barbara), Elena Kozlova (Graduate Student, Riverside), Jody Stiger (Director, Systemwide Community Safety), Douglas Haynes (Vice Provost), James Steintrager (Chair, Academic Council), Steven Cheung (Vice Chair, Academic Council), Monica Lin (Executive Director, Academic Senate), Stefani Leto (Analyst)

I. Welcome and Consent Calendar

Action: UCAADE approved all items

II. Systemwide Review Items

Regents Policy on Public and Discretionary Statements by Academic Units

The committee discussed this version, noting that it was a better policy than previously.

Concerns included: the lack of consultation before bringing the policy forward, vague descriptions of the speech affected by the policy, possible enforcement and actions should an academic unit run foul of the policy, and possible overlap between research product and speech others may deem discretionary. Committee members expressed concern that speech would be chilled by units not wishing to run afoul of the policy. The Academic Senate guidelines of 2022 would ensure many of the goals of the Regents were met. Protecting minority voices is a commendable aim of this policy, but in its current form the committee is not in favor of approval.

1. Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave

The committee agreed that these revised guidelines are uncontroversial. This policy adds some covered classes of employees and provides more definitions about what benefits are provided to whom and under what circumstances. Revisions are not subtractive; they add groups and benefits to those who already had some. No campus concerns were reported.

2. Second Systemwide Senate Review of Proposed Senate Regulation 424.A.3 (Area H)

Executive Director Monica Lin joined UCAADE and provided an overview of the A-G articulation process. High schools submit courses to the articulation team who provide a determination if courses meet area requirements. For courses put forward to meet the Area H subject, they would first be reviewed under the umbrella of an existing A-G subject area, as ethnic studies does not stand alone as a UC subject requirement. The staff reviewers are not content experts. Design of a course rests with the high schools to meet course criteria standards and UC guidelines.

There are no state or national standards for an ethnic studies qualifying course. The UC will use standards based on UC's proposed ethnic studies criteria. UC relies on the integrity of the course design from the K-12 side. This is a delicate balance for clear guidance that is

flexible but not so vague that courses cannot be designed to meet ethnic studies guidelines. UCAADE discussed the history of the Area H workgroup.

3. Final report of the University of California Systemwide Advisory Workgroup on Students with Disabilities

The committee discussed the report and its overarching recommendation, that disability services moves from a medical to a social model, from an individual problem to solve to campus-level universal accessibility. The report has many suggestions to revise policies, collect data, and increase Disability Services' funding. Although all recommendations are reasonable, no funding sources are identified.

The recommendations to faculty both at the senate and individual level include universally accessible courses. Members noted that disability training needs to begin when faculty first start. The committee wanted more context for the report's mention of grading policies and how they harm disabled students in current form. UCAADE agreed to ask Systemwide Disability Services for data on grading policies.

4. Proposed Academic Senate Statement on UC Quality

The report details five main areas: learning environment, educational offerings, oversight, and learning outcomes. UCAADE noted that it was very high-level, perhaps not detailed enough to address faculty concerns that online teaching is less effective than in-person teaching. Committee members discussed concerns about impacts of online degrees on newer campuses and students with less access to stable internet connections. The statement does not identify funding sources for oversight functions for courses and programs, nor faculty training.

5. Proposed Revisions to APM 016, Faculty Conduct and the Administration of Discipline

The reviewer noted minor revisions: campuses will decide where in the disciplinary process privilege and tenure reviews will be paused, and relevant investigators must provide periodic updates; the Chancellors have discretion to recommend to the President that Assistant Professors' appointment be extended beyond the eighth year if a disciplinary process is in progress.

Action: UCAADE will circulate draft responses to review items.

III. Consultation with Senate Leadership

Chair Steintrager noted that shared governance was a common thread to many topics raised at the Regents' meeting.

- The Regents voted not to accept the Senate revision of Regulation 630E which would have required a portion of in person classes for a degree and reaffirmed campus autonomy over undergraduate programs.
- The current proposed policy on discretionary statements is a revision and had not been sent out for systemwide review.
- The process by which previous decisions had been made, such as not requiring the SAT for admissions after the Senate had spent extensive time reviewing and making recommendations, seems to be continuing into current ones.
- There was a presentation to the Regents' Committee on Academic and Student Affairs corrected misunderstandings about algebra 2 and data science. The admissions requirement

stays the same, but current data science classes do not validate Algebra 2. The BOARS Area C workgroup will come up with criteria for data science courses that validate Algebra 2. The Senate wants the kind of data science that will serve students well.

Vice Chair Cheung noted that the instructional modality task force and their hopes to determine the college readiness of students based on quality criteria.

The UC is facing a lot of legislative activity, including labor related issues, transfer, and campus climate issues. These are both cyclic challenges as well as reacting to current trends.

UCAADE discussed some of the challenges online degrees would present to the University as well as general challenges to shared governance.

IV. Consultation with UC Systemwide Community Safety

Jody Stiger, Director, Systemwide Community Safety, noted that the Systemwide Community Safety Department is tasked with implementing President Drake's community safety plan. Every campus now has non-police staff teams of that deal with issues that do not involve crimes. Campus police are both more hands off and have more community engagement.

Each campus has a "responsible officer" who oversees the implementation of the safety plan.

He said that the Medical Centers are a new focus for the Department since they have very different experiences than campuses. He hopes to revise the community safety plan for them. Although OP facilities weren't initially in his portfolio, they are now, such as UCDC, and UC Path.

Currently campus climate concerns community safety. Student affairs engagement teams, not police, are mixing with protests. This is challenging for these staff and student affairs teams want de-escalation training. Many actors engaging in escalating protests are from outside of campus. If a campus police department gets information that violence is pending, they will be there to show but not without credible information.

Revising the Gold Book is going to be a big project for community safety. This revision will concentrate on the key important issues rather than getting into the weeds on details.

Outside police have different mindsets and do not know their way around the physical campuses. The sworn officers at UC have a guardian mindset, not the warrior mindset of outside police department. Many campus officers are alumni.

- The committee asked if student affairs officers are now acting like police. No, they are monitoring, not doing crowd management. They engage with the leaders, make sure they understand time, place, and manner for protests. They also make sure that campus police and student affairs officers communicate with each other. These departments are trying deploying ambassador dogs on some campuses Police aren't involved in student conduct unless there is a crime involved.
- The committee thanked Director Stiger for the change in point of view from the officers as well as changes in police training as they have made improvement on campuses.
- For UCAADE, having UCPD has clearer value rather than having to deal with various municipal police forces. The remaining concerns really have to do with delineating boundaries between campus and outside, especially when a campus community member

- calls the local police department rather than campus police.
- The community safety office very much wants to deescalate force on campus without having to rely on outside departments. Unfortunately since October 7 there has been an increased reliance on mutual aid because campus protests are larger than campus police can respond to. Campus departments are now required to call another UC police department first, then Cal State's, before local municipal police.
 - A member noted that some students who are triggered by police uniforms because of their home experiences. The UC needs campaigns for improving view of campus police to decrease distrust. Director Stiger suggested that faculty reach out to the campus chief or responsible officer.

V. Consultation with Academic Personnel and Programs

Vice Provost Haynes noted three items of interest to the committee:

1. In March, Provost Newman issued revised APM 210; essential changes involved two areas. One was new language that relates to mentoring including the process for rewarding. Policy revision process started with management review 2-5/2023. Revisions out after systemwide review. Directions for evidence for review. Does not mandate or require faculty to engage in mentoring. Mentoring supplements teaching rather than replacing it, and is reported under the teaching umbrella. Another change makes it possible for librarians to report their contributions to equity, diversity, inclusion and belonging should they wish to.
2. The Task Force on Faculty Achievement Relative to Opportunity Report found it difficult to find consensus in applying ARO principles to promotion decisions. The Task Force suggested some ongoing principles to address faculty affected by large events such as adding additional two years for tenure clocks and extending flexibility in outreach to referees. The cascade effect of pandemic on early career colleagues meant that it lasted not only for the three year pandemic, but the next five years so affected faculty can restart their research. UCAADE would like data on accelerations and extensions – gender, race, ethnicity, etc. Members expressed concern that accelerations may not be handed out equitably.
3. The RFP for the Advancing Faculty Diversity program was just released.

VI. Campus Reports

UCAADE tabled this item until the next meeting.

The meeting adjourned at 3:13 p.m.

Minutes prepared by Stefani Leto, Principal Committee Analyst

Attest: Jennifer Burney, UCAADE Chair