

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY, AND EQUITY

**Minutes of Meeting**

Thursday, June 6, 2024

Present: Jennifer Burney (Chair), Theodore Hall (UCLA), Marcos García-Ojeda (Merced), Rebeca Helfer (alternate, Irvine), Gareth Funning (Riverside), Erin Gordon (San Francisco), Stephanie Hsia (alternate, San Francisco) Jean Beaman (Santa Barbara), Gabriela Arredondo (Santa Cruz), Elena Kozlova (graduate student, Riverside), Douglas Haynes (Vice Provost) Patricia Osorio-O'Dea (Director, Academic Program Coordination), Steven Cheung (Vice Chair, Academic Council), Stefani Leto (Analyst).

**I. Welcome and Consent Calendar**

**Action:** UCAADE approved the June 6, 2024 agenda and the April 18 minutes.

Chair's report from Council: Area H action was deferred until June. Feedback from campuses reflected the range of responses this committee expressed. Leadership plans to ask experts in articulation and the ethnic studies writing team to answer questions and provide context for the discussion and decision by Council.

**II. Systemwide Review Items**

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

This section of the APM addresses misconduct not otherwise delineated and is within UCAADE's scope. In previous reviews, the committee raised concerns over some ambiguity about the end of a no-fault pause procedure: what the procedure for redress/arbitration would be, a perceived lack of transparency, how back pay would be addressed if the complaint was found to be invalid, potential conflicts with academic freedom, and under whose authority decisions would be made.

During discussion, the committee noted that this proposed policy attempts to separate academic judgement from influence for unproven accusations. Implementation would depend on the campus, but the goal is to accelerate the initial investigation to determine if a claim reaches a threshold of credibility and provides a pause for advancement is in place. UCAADE wants concrete recommendations and has concerns about violations of privacy. The ability to track patterns of bad behavior that raise more concern than singular incidents is relatively recent.

**Action:** Chair Burney will circulate a draft response for comments and feedback.

1. **Consultation with Academic Personnel and Programs**

Douglas Haynes, Vice Provost for Academic Personnel and Programs and Patricia Osorio-O'Dea, Director of Academic Program Coordination, updated UCAADE on the Council of Chancellors meeting, which specifically responded to the joint task force on faculty workload

noting the administrative burden on faculty with new systems such as the Oracle updates and new policies that create burdensome requirements for faculty. Some recommendations from the meeting included strengthening benefits, providing greater support for career path programs on campuses, growing staff support for retention, and renewed attention to mentoring. Campuses are encouraged to summarize procedures and programs and provide seed funding.

The Academic Personnel and Programs office is conducting program reviews of the Advancing Faculty Diversity (AFD) program and the Presidential Postdoctoral Fellowship Program. Reviews will assess how well programs are meeting their stated goals as well as provide insight for future improvements.

The RFP for AFD proposals has opened. In this ninth year of the program, it hopes to fund one endowed chair of inclusive excellence proposal. All campuses are invited to submit proposals. Senate representatives serve on the committee reviewing proposals. Latest AFD data for the first six years of the program show that of AFD hires, 38 percent are from underrepresented groups, compared to 21 percent for non-AFD hires outside of this program.

The UC is the first system considered a SEA Change system. A proposed cut of one-time state funding for this effort would impact continuation of this program. APP is working to ensure that already-funded components have been implemented in case claw back efforts continue in the State budget proposals. Fundraising activity is being considered by campuses as well.

- DEI statements discussion. The Vice Provost hopes that we stay focused on diversity and inclusive excellence. Historically, there has been a devaluation of diversity in scarce funding years. Publications on the CDL eScholarship page are drawing attention to AFD projects and will help raise the program's profile and highlight contributions.
- ARO is not well understood, especially the long-term effects. Both a lack of awareness and a lack of implementation of the 2022 Joint Senate-Administration Mitigating COVID-19 Impacts on Faculty report recommendations are issues. The report's findings are not mandated but the report, endorsed, can be used to support best practices for ARO on campuses
- As other institutions pull back on required DEI statements, the UC will need to focus on inclusive excellence and recognizing mentoring to continue making progress diversifying the academy.

### **III. Consultation with Senate Leadership**

Academic Vice Chair Steven Cheung provided updates from the May Regents' meeting at Merced:

- A new Chair and Vice Chair of the Board were elected.
- The Regents' Policy on Public and Discretionary Statements latest draft is quite close to the Senate's 2022 recommendations. The differences are a requirement for departments to post a disclaimer on the main page should the department wish to make discretionary statements, which can be linked from the main page. Determination between public and discretionary statements is returned to the units. The Regents may not address this item.
- The UCLA to UC Berkeley payment after UCLA left the PAC-12 final amount was assessed as \$10M, but the Regents provided a condition that after three years a determination will be made whether the payment will continue.
- UCSB presented an ambitious development plan.

- Investment Director Bachher reported that UC retirement accounts, including the 457 and 403B accounts, had a roughly 10 percent return. There was discussion about the portfolio and various suggestions regarding divestment.
- The budget discussion included the \$100B decrease in state revenues. The University's base budget cut would be \$130M. The governor has both promised to uphold the compact and cut the university budget next year. The Senate pointed out that inflation remains stubbornly high and that the health care premiums have yet to be brought under control. The 4.2 percent increase general adjustment to faculty base salary remains in force. The same challenges will be in place in the fall when the final budget action takes place in November. VC Cheung will work to maintain employee pension contribution at the same rate.

May Council:

- Area H discussions were based primarily on UCAADE input. All concerns rested on the implementation side. Content experts in ethnic studies and high school articulation will provide information to inform the discussion at the June Council meeting.
- The special transfer committee ASCOTI has delivered transfer pathways for seven STEM majors. In the future, these will likely become Associates' Degrees for Transfer. The committee continues to meet and will address CAL-GETC in the fall. The UC maintains that distinct pathways preparing transfer students for individual majors are most appropriate for the UC as a lack of major preparation would extend time to degree for transfers. The committee will continue to address substantial matters in the fall.

Following VC Haynes' retirement, the office will split into two sections, with current Associate Vice Provost Amy Lee focusing on labor and the other focusing on programs, led by the incoming Vice Provost.

Labor issues were discussed. A group of faculty have been providing input to the negotiating team. A call for faculty to serve embedded in the negotiating team, funded by campuses, will go out soon.

Encampments are still in place on at least two campuses. Chancellor Block's testimony before the U.S. Senate went well. Times are challenging for Chancellors.

#### **IV. Discussion of Police Mutual Aid**

The committee engaged in wide-ranging discussion about police transparency, implications of campus-based police forces, how coordination with outside policing agencies is handled, and other issues.

**Action:** UCAADE decided to write a request to Council to convene a systemwide examination of the responses to protests, in light of the Robinson/Edley Report, either with an outside agency or a wide representation of the campus community. In addition, the committee will request campuses form ongoing joint administration/faculty/student committees to support engagement around protest actions.

#### **VI. Campus Reports**

UCLA – Activities continue in the face of robust protest actions. Two unusual legislative assembly meetings took place, with high numbers of participants. The UAW strike is in force on

campus. An encampment was dismantled quickly. The campus is being sued by two students alleging that they were not protected during protest activities. Some students report discomfort with LAPD's presence on campus. There is an ongoing investigation by the Office of Safety, created by the Chancellor, into the response to the inter-protester violence, campus calls for mutual aid, and the police response. The Chancellor's testimony before Congress was recorded and can be viewed. An existing plan for dealing with campus unrest existed but was not easily accessed by current campus administration.

Santa Cruz – arrested students were held in a classroom, and the faculty is asking for an accounting of the decision making leading to that choice. There has been policy overseeing ongoing police presence since the wildcat strike. Disciplined students are banned from the campus for fourteen days, and the disciplinary hearings are now being held in synchrony with arrest hearings. There are not enough advocates to appear with students in time for the hearings.

Irvine – The campus DEI committee met with the head of inclusive excellence and asked for additional guidance about reviewing program's diversity plans. Responses to protests and encampments have generated significant concern on campus and in the city.

The meeting ended at 2:58

Attest: Jennifer Burney, Chair

Minutes prepared by Stefani Leto, Analyst