

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY, AND  
EQUITY

**Minutes of Meeting – April 13, 2023**

Present: Louis DeSipio (Chair), Julianna Deardorff (Berkeley), Reynaldo Macias (Los Angeles), Carrie Menke (Merced), Katherine Stavropoulous (Riverside), Angelique di Domenico (alternate, San Francisco), Ifeyinwa Asiodu (alternate, San Francisco), Susan Cochran (Chair, Academic Council), James Steintrager (Vice Chair, Academic Council), Douglas Haynes (Vice Provost for Academic Personnel and Programs), Amy Lee (Associate Vice Provost and Deputy to the Vice Provost), Patricia Osorio-O’Dea (Director of Academic Program Coordination), Joanne Miller (Analyst), Stefani Leto (Analyst)

**I. Consent Calendar and Chair’s Announcements**

The committee approved the April 13, 2023 agenda and the January 12, 2023 minutes.

Chair DeSipio noted that the UC strike after-action group is collecting input from campus leaders, including Divisional chairs. He hopes the report will be available prior to the June UCAADE meeting. Some details of the labor agreement are still unsettled.

The compact with the governor is likely to remain in force for this year’s budget, so the University would receive a five percent base budget increase. State income tax revenues will not be known until October, due to tax filing extensions, leading to uncertainty regarding state revenues.

The Ethnic Studies admission requirement will likely be “area H.” The new course is required for high school graduate because of AB101, which included funding for the courses. The Ethnic Studies task force will report to BOARS. A tentative draft of their report has been sent to corresponding committees on each campus for feedback.

**II. Campus Reports**

UC Berkeley: External reviews of units have restarted after postponement during Covid. The campus Diversity Equity Climate committee wants to take a more active role in preparing units for reviews. This would also include follow-up work after review. There is a DEIB blueprint created through an AFD grant for units to use and DEC can help them with that.

UCI: The campus has had success hiring Presidential postdocs and Chancellor’s postdocs. Advancing Faculty Diversity funding was used to hire a PFPF fellow. The campus is facing budget cuts. There is some perception that bonds of trust have frayed during the pandemic, between all community members. The DEI committee discussed the proposed Presidential Anti-Discrimination Policy. Hiring has begun for a chief diversity officer, and some faculty members have expressed concerns that candidates from outside academia will struggle to

understand shared governance. The campus appears to remain committed to diversifying the professorate, despite budget challenges.

UC Merced: The Oracle financial system remains problematic. The Division Chair raised concerns about the system with the Provost and Chancellor. Students and post-docs are particularly impacted by continued difficulty getting reimbursed. Faculty have resorted to purchasing needed goods with personal funds after being unable to use the ordering system. Faculty cannot ascertain how much money is available in their grants. In the wake of George Floyd's murder, UCM put together an Anti-Racism Working Group. Access to a large donation to campus for this purpose has been extended for another year, but there has been difficulty obtaining course release for a faculty member to serve as Dean for this issue.

UC Riverside: There are problems with the new financial system. Reimbursements are routinely delayed, grant reports are unavailable. IT ordering is also problematic, with reports of even simple orders such as Chromebooks taking up to a year to execute. Staff turnover remains high and impacts performance.

UC San Francisco: The Vice Chancellor for Diversity and Inclusion has shared the most recent climate survey data. Responses to the survey from URM respondents report less-favorable climate than non-URM and minoritized faculty. The campus has a disability awareness campaign for faculty and staff, to raise awareness of resources for those experiencing disability. The EQOP has been working to increase hiring of Presidential Postdoctoral Scholars, though hampered by the few tenure-track openings on campus.

UC Santa Cruz: The campus has a new Special Advisor on Indigenous Affairs. Hiring of Presidential Postdoctoral Scholars has been made a priority and is going well. Divisions have Associate Deans of Diversity, and the campus has FEAs. Communication between varying DEI-related offices can be improved, and the campus diversity committee will work this term to promote greater alignment and communication between DEI factions, as well as consulting with each Associate Dean of Diversity. The DEI rubric for faculty hiring is under revision to make it more useful. A campus research center has been renamed in honor of Dolores Huerta.

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

Regents Health Services Subcommittee continues to talk about the Presidential Policy on Affiliations and trying to align with Regents Policy on Affiliations. UC Health believes they can assure faculty and trainees that they can practice in the way they need to. Affiliated units are sometimes religiously affiliated, which impacts reproductive care, and care for trans patients. Doctors can perform abortions in emergencies. UC Health and practitioners are not in agreement with regard to the extent of problems providing medically based standard of care.

The Vice Chair of the Academic Council for next year will be Steve Cheung (currently UCSF Division Chair). Mid-Career leadership awards will be presented to Kadée Russ and Danny Widener. The Council also considered the UC Berkeley proposal for new College of

Data Science and Society. The proposal was reviewed by three systemwide committees who saw the same flaws; one recommended not going forward. The Compendium said the Academic Council could “approve with conditions.” Eight conditions were named that the campus has to meet. The proposal is now with the Provost and will then go to the President and then to Regents.

Transfer continues to occupy much of Senate leadership’s time. The UC will now guarantee transfer admission to certain campuses: Merced, Santa Cruz, and Riverside. This does not represent a change in how transfers function currently, in the main. The proposal was well-received but there remains a lot of discussion of transfer in Sacramento.

The Senate has joined two new joint Senate-Administration workgroups: one on implementing Achievement Relative to Opportunity principles, based on report issued by ARO workgroup with recommendations for review processes to take the impacts of Covid into consideration for faculty review. The other workgroup is focused on the future of Doctoral and MFA education.

#### **IV. Consultation with UCOP Office of Academic Personnel and Programs**

Vice Provost Douglas Haynes updated UCAADE about ongoing revisions to APM 210. The Academic Senate began revisions to the APM involving the addition of mentoring to criteria and assessment, and revisions to evaluation and evidence of teaching effectiveness. This is not a proscriptive change; it is designed to provide clarity for the expectations of the criteria as well as ways to measure the effectiveness of mentoring. Another change is the incorporation of contributions to diversity by librarians. The changes went through management consultation and the revised APM 210 will come out in April for systemwide review.

Director Osorio-O’Dea noted that the RFPs for the Advancing Faculty Diversity (AFD) projects are open and due in May, and joint projects between campuses are encouraged. A program evaluation should be completed within the year. Requests for faculty to serve on the review committee for AFD proposals have been sent out. The Spring Convening will be in person again this year at UC San Diego.

- Committee members asked about criteria for evaluation of mentoring effectiveness. There will be two parts to the process: one for instruction and one for service. The reality that mentoring is variable is captured by these approaches. The plan is to capture mentoring as a real part of labor.
- Concerns were raised that DEI contributions by faculty are not required for faculty evaluations. Making sure all campuses and departments require a DEI statement rests on leadership from the department level up. More data about who requests promotions would be useful. AFD provides funding for questions around acceleration, should a project be proposed to investigate it.
- Cases currently in process will not be impacted by these changes, although faculty can describe their mentoring activities. Once all reviews are completed, the policy will likely be available no earlier than fall, 2023.

- A member suggested that AFD funds focus on retention efforts. There are funds to support improved climate and retention projects and there may be additional funds slated for that in the future.

## **V. Systemwide Senate Review Items for Optional Comment**

UCAADE discussed the proposed Presidential Policy on Anti-Discrimination and members expressed concern that the new policy would create a layer of administrative burden which might be shifted to campuses, although hopes were that existing offices would be enabled to address anti-discrimination issues without further burdening campus' finances. In addition, the committee hoped for greater clarity about the decision-making process for choosing the appropriate policy to respond to different behaviors.

Some members hoped that as this policy is reactive, the University would work to create a community of increased equity and inclusion which would reduce the incidents that this policy covers. They noted that DEI work exceeds the strict bounds of legal descriptions of abuse.

UCAADE suggested that consulting with legal counsel should be a requirement for the Presidential Policy Responding to Immigration Enforcement Issues Involving Patients in UC Health Facilities.

**Action:** UCAADE will draft letters in response to both policies, circulate for review, and submit to Council

## **VI. UC Ethnic Studies Faculty Council Requested Response**

Chair DeSipio will meet with the Council to share UCAADE's responses to proposed responses to the new area H proposal for ethnic studies. UCAADE supports the four recommendations put forward in support of proposed ethnic studies' inclusion, but noted barriers to executing recommendations.

## **VII. New Business**

There was no new business.

The meeting adjourned at 3:15 p.m.

Minutes Prepared by Stefani Leto, Principal Committee Analyst

Attest: Louis DeSipio, UCAADE Chair