

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY, AND EQUITY  
Notice of Meeting

Thursday, January 18, 2024

Jennifer Burney (Chair), Agustina Carrando (Davis), Karen Edwards (Irvine), Ted Hall (Los Angeles), Marcos Garcia-Ojeda (Merced), Gareth Funning, (Riverside), Shantanu Sinha (San Diego), Julius Oatts (alternate San Francisco), Jean Beaman (Santa Barbara), Gabriela Arredondo (Santa Cruz), Elena Kozlova (Graduate Student), Douglas Haynes (Vice Provost for Academic Personnel and Programs), Patricia Osorio-O'Dea (Director of Academic Program Coordination), Jim Steintrager (Chair, Academic Council), Steven Cheung (Vice Chair, Academic Council), Stefani Leto (analyst)

**I. Welcome and Campus Check-ins/Consent Calendar**

Chair Burney introduced discussion topics for the meeting and reminded the committee of the Provost's upcoming Congress on Undergraduate Education. She noted new Interim Guidance Addressing Discrimination & Offering Support during Initial Assessment and offered to discuss it during lunch.

**Action:** UCAADE approved the agenda and October 26 2023 minutes.

Campus Updates:

**Berkeley** is experiencing extensive waits for promotion, merit, or tenure results, even though back pay is assigned. There is opposition to changing the bylaw for Teaching Professor voting, leaving departments to choose.

**Irvine's** CODEI has not received guidance from the administration following requests about authority to make statements regarding the war in Gaza. Regular merits and promotions are now Dean-delegated, with a streamlined material requirement, which concerns CODEI because it may exacerbate inequities, as well as lacking any recourse for faculty denied promotion, other than waiting for the next cycle to request CAP review. Faculty members do not always know where to go to request accommodations or help in responding to various situations.

**Los Angeles** staff and faculty have expressed concern about affordability and accessibility to the campus lab school and the Geffen Academy and concern over who governs these schools. The administration announced a change in policy regarding access to public discourse in spaces on campus, primarily for safety reasons, but there is some concern that free speech may be limited.

**Merced** wants better guidance for faculty generating DEI statements for promotion and tenure, and plans to adapt and use the guidance from UC Irvine. The Oracle financial system continues to negatively impact grants and other parts of faculty work. The increase in cost to hiring graduate students coupled with the problems in the financial system have increased the teaching burden on faculty as the campus does not have many Unit 18 members, impacting faculty research productivity.

**Riverside** continues to wait for guidance on awarding of graduate fellowships, now awarded at the college level. DEI issues have been built into the new strategic planning process, but CODEI has not yet been consulted on this project.

**San Diego** is concerned that the data from OP about faculty retention is not adequate to address issues of DEI and retention issues. The campus CODEI would like to add review of faculty promotion files by faculty outside of the department. Guidance regarding promotions are not

always implemented by the actual reviewers.

**San Francisco** has been discussing the role of diversity statements, as they are required for hiring but not for promotion.

**Santa Barbara** is discussing issuing statements on various topics, is hiring a VC for DEI, and continues to experience grave staffing shortages, exacerbated by housing challenges near the campus.

**Santa Cruz** has centralized funds and is examining how this impacts new faculty hiring. The campus has not formed a policy regarding hiring of Presidential Post-Doctoral Fellowship scholars and would like information of how other campuses approach these hires.

- Discussion included how much follow-up there is after CODEI reviews of new programs' diversity efforts. Members shared various ways their campuses addressed communication and follow-up for these programs.

## II. Consultation with UCOP Office of Academic Personnel and Programs

Douglas Haynes, Vice Provost for Academic Personnel and Programs and Patricia Osorio-O'Dea, Director of Academic Program Coordination met with UCAADE and reported that an evaluator has been identified and is conducting an inventory and analysis of the first six years of the Advancing Faculty Diversity (AFD) program, assessing its performance based on internal documentation according to its stated goals. A report should be received in February or March of this year and will be used to modify the program as necessary. AFD plans to add funding for endowing term chairs to complete improved climate programs for inclusive action.

Preliminary data from the UC's three-year agreement with the Collaborative on Academic Careers in Higher Education (COACHE) Faculty Exit and Retention Survey is now available. A comprehensive report will be available in fall, 2024. Historically URM population responses are combined with all non-white respondents. A primary factor for leaving for all departures was a spouse or partner's employment opportunity. This is an opportunity for the UC's dual-career programs. While varying factors impact faculty leaving, it appears to be a mix of factors that determine the decision. Salary leads the factors for faculty who are retained. For non-white faculty, spouse or partner's opportunity was the highest-ranked factor for those who stayed. Forty-seven percent of faculty who left initiated a search did so to leave the campus. Twenty-three percent of departed faculty cite "assistance in finding employment for spouse or partner" as a factor that would have helped them stay.

- It was noted that in addition to high housing costs, access to health care looms large for faculty, with at least three campuses having limited access to high-quality health care.
- UCAADE suggested that they discuss this report with Faculty Welfare and return for more discussion.
- The committee asked about providing feedback on the MathJobs issue to the Office of Academic Personnel and Programs. Such feedback would be welcome.

## III. Debrief APP Consultation

- The committee discussed pre-emptive retentions and how varied they are across UC campuses. Some members noted how this practice can exacerbate inequities.
- A joint effort to investigate these practices with UCAP and UCFW would be a fruitful area of inquiry for UCAADE.

#### **IV. Consultation with Senate Leadership**

Jim Steintrager, Chair, Academic Council and Steve Cheung, Vice Chair, Academic Council will present Senate Regulation 630E, the residency requirement, to the Regents. Historically, this sort of change has not come under the Regent's scrutiny, but because it is delegated authority, the Regents have reserved authority over degree requirements. A joint Senate-Administration Presidential Task Force to examine instructional modalities has been formed.

The proposed Regental policy on opinions expressed through official University channels concerns Senate leadership based on academic freedom and other grounds.

#### **V. Systemwide Review Items and Discussion Item**

- Proposed Revisions to Academic Personnel Manual (APM) Section 285, Lecturer with Security of Employment Series

UCAADE discussed the proposed revisions. Chair Burney will circulate a draft response letter for committee feedback.

#### **VI. Math Faculty Position Advertisement Platform Discussion**

In 2018, the UC adopted "UC Recruit" as the platform for faculty applicants to upload application materials. However, the majority of math departments nationwide use MathJobs, which is efficient and adding applications in addition to UC Recruit is onerous. Therefore many members of the UC math community feel that not using the premier job site for mathematicians might disadvantage the UC in hiring.

- UCAADE discussed proposed responses and key points to be made, such as the need for data collection and evaluation.
- The committee drafted a statement: UCAADE has taken this up as an issue of concern. We read the materials, understand the implications for equity and diversity. We also understand the rationale for centralized oversight of hiring from a diversity lens and will pursue the issue and to whom to share our concerns.

#### **VI. Remaining Unfinished Business/New Business**

A member asked for guidance about responses to cyberbullying. The discussion included reference to the January 2023 Presidential Policy on Abusive Conduct in the Workplace. The committee expressed interest in putting an item on the next agenda about how victims of varying abuses are protected in UC policy.

The meeting adjourned at 2:22 p.m.

Minutes prepared by Stefani Leto, Principal Committee Analyst

Attest: Jennifer Burney, UCAADE Chair