

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

Thursday, October 26, 2023

Jen Burney (Chair), Katherine Meltzoff (Vice Chair), Kristen Holmquist (Berkeley), Augustina Carrando (Davis), Karen Edwards (Irvine), Theodore Hall (Los Angeles), Marcos Garcia-Ojeda (Merced), Gareth Funning (Riverside), Shantanu Sinhah (San Diego), Erin Gordon (Alternate, San Francisco), Jean Beaman (Santa Barbara), Gabriela Arredondo (Santa Cruz), Jim Steintrager (Chair, Academic Senate), Steven W. Cheung (Vice Chair, Academic Senate), Douglas Haynes (Vice Provost), Patricia Osorio-O'Dea (Director of Academic Program Coordination), Stefani Leto (Analyst).

I. Chair's Welcome and Consent Calendar

UCAADE approved the October 26, 2023 Agenda

Members were invited to bring items to the committee for consideration. In addition, topics may be brought to the committee through requests for input from the systemwide Senate. Confidentiality of meeting discussion was addressed; the committee entertains many sensitive issues.

II. Committee Member introductions and Campus Reports

Members introduced themselves and noted DEI issues on their home campuses. Issues included faculty diversity, housing costs for faculty and students, the need to increase faculty numbers, communication between faculty and administration on campuses and systemwide, faculty retention, tracking DEI efforts on campus, achievement relative to opportunity, distance learning, the roles of and ethnic/gender composition of teaching professors, underrepresented graduate students, underfunding of campuses, campus climate issues, housing shortages for all university community members, underrepresented faculty not feeling welcome when university housing is available, pay inequities through avenues other than salaries, weaponized use of DEI language, campus climate issues for students as well as faculty, staff morale, graduate education and funding, Oracle software troubles, coordination among DEI groups on campuses, difficulty in access to faculty retention data especially granular data about those receiving retention offers, and the effect of the new contracts for graduate students.

III. Consultation with UCOP Office of Academic Personnel and Programs

Vice Provost Haynes noted three items of interest to the committee: Revisions proposed to APM 210, Review and Appraisal Committees: Mentoring clarifying criteria for evaluation and evidence of teaching and mentoring; and providing for contributions to DEI for librarians. There have been two systemwide reviews, concluding July 1 and August 6 or this year. Division reviews are being collated now. The hope is that the new policy will be issued next year and take effect for the 2024-25 cycle. Note that mentoring already appears in the policy – it is not being created as a fourth area of evaluation for faculty. A key issue is that mentoring does not replace on-load teaching. It's a supplement to regular teaching and/or service responsibilities.

A new title, Professor of Teaching positions, now replaces the title of lecturers with security of employment (LSOEs) and is preferred to Teaching Professor across the system. It is a category within the ladder-rank series that is growing in number, and the newer title recognizes its status.

The Advancing Faculty Diversity (AFD) program has been in place for eight years. The legislature at first funded the program, later taken over by the University. The most recent funding cycle awarded eight grants for improving climate, recruitment, and retention. Every part of the program is consistent with Prop 209 and the state constitution. Ladder-rank faculty lead the projects. The university also participates in the AAAS SEA Change. The UC is thinking of adding a fourth element – a challenge grant to support campuses to endow a chair focused on inclusive excellence, open to any discipline. AFD will host a Spring Convening April 17-18 in Davis, and an invitation will be sent to all UCAADE members. The office has secured an evaluator for the AFD program, to evaluate the program's first six years; findings from that evaluation may inform the newer RFP as well.

- A member noted ambiguity in the wording in the current APM policy regarding mentoring URM students. Activities must be documented by the professor so that the activity can be recognized.

IV. Consultation with Senate Leadership

Chair Steintrager reported that at the Academic Council meeting, online education was discussed, and President Drake noted revisions to SR 630 clarifying the requirement for two semesters or three quarters in person campus experience. One of the motivations for the Senate's revision to the regulation was that students were able to create an online degree from offerings in place, raising accreditation and financial aid issues. There is also increasing pressure from some on the Board of Regents for fully online undergraduate programs, and the Senate noted that the University risked increasing these ad-hoc programs. The policy also prevented campuses from presenting new fully online degrees, and variances have been proposed to address new online degree program proposals.

Senate leadership has requested of President Drake the formation of joint senate-administration task force to consider UC quality criteria and various teaching modalities (in person, traditional online, remote synchronous). Questions of student fees, advising, students transitioning to in person, the availability of research opportunities, engagement with faculty, and copyright of course materials would all be addressed by this task force. However, the Senate has been asked to approve online degrees before any task force meets. Online degrees raise many DEI issues, and UCAADE has a part to play in evaluating them. UCAADE was asked to outline DEI issues in online education for the task force before the next Regents meeting, prioritizing data and research regarding equity arguments for online degrees.

Discussion noted:

- If the plan is to maintain UC quality, many majors would be perforce excluded.
- Faculty would need extensive support to create adequate online courses.
- Enrollment flow and intercampus competition haven't been addressed either. This might be addressed through intercampus cooperation.

V. Systemwide Review Items

Action: Professor Burney will provide draft responses for input from UCAADE members on the following systemwide review items:

- Proposed revisions to the Presidential Policy on Affiliations with Certain Health Care Organizations - Comments due October 18, 2023
- Proposed revisions to Academic Senate Bylaw 55 (Departmental Voting Rights) - Comments due December 6, 2023
- Proposed revisions to Presidential Policy on Vaccination Programs - Comments due December 6, 2023

- Proposed Academic Personnel Manual (APM) Section 672, Negotiated Salary Program - Comments due December 6, 2023

VI. New Business

Chair Burney and committee members noted that UCAADE will likely address the following issues this academic year:

- Curriculum (working with BOARS): Area H (Ethnic Studies) and Area C (Math)
- Undergraduate education: Admissions and capping of majors on campuses.
- Graduate education: Showcasing the impact of graduate education on the state.
- Transfer students: the Senate responded over the summer to proposed transfer pathways bills.
- Faculty: Data to support the regular, long-term effort needed to meet goals (recruitment, retention, salary equity, etc.) are not collected at the campus level. UCAADE will make efforts to find sources for this data.
- Academic Freedom: UCAADE will work with UCAF for any responses to academic freedom questions at the UC as well as actions taken to limit academic freedom in other states.
- Campus policing and community and system climate.
- A suggested area of committee inquiry is teaching leaves for grant funded faculty and equity implications, guidance on remote work for faculty and data on which faculty can work remotely.

VII. DEI and the future of Graduate Education in the UC

Vice Provost Haynes reported on the APC Workgroup on the Future of UC Doctoral Programs, led by Susannah Scott and Gillian Hayes. The workgroup is broadly represented across the system and addressed three topics for the first half of the project: academic management, cost and budgeting, and enrollment planning. The graduate student strike exacerbated previously existing strains and added some new ones, increasing the need for guidance on faculty engagement with graduate students both as students and academic employees. Clarifying roles and responsibilities is more challenging in some areas (such as grant-supported research for a dissertation as well as for employment) so the group suggested some guidance for clarity such as syllabi for 299 and 599 courses, and distinction between work performed on a time schedule versus that providing academic progress. Labor agreement costs are putting downward pressure on campuses and faculty, increasing the need for enrollment planning and management. In addition, in many fields, the production of PhDs is not aligned with the availability of tenure-track jobs. Cohort size, degree completion milestones, and placement are all under discussion. Non-academic jobs have grown, especially in STEM fields, and clarity around student paths for career preparation must be increased.

The Provost held a Congress on the 9th of October addressing doctoral education and the effects of the changing doctoral landscape on the research mission of the university and undergraduate education. The interim report from the APC Workgroup was presented there and will be widely available soon.

The diversity of the professoriate and the pipeline to the professoriate vary widely among disciplines. If proposed solutions to the graduate student situation do not include attention to this, diversity will fall by the wayside. Existing funding will not support a status quo approach. Every other year cohorts, combining graduate programs, and encouraging cross-campus graduate degrees have been suggested.

It's unlikely that the National Institutes for Health and other federal funding agencies will raise grant amounts. Most campuses have provided bridge support to PIs for at least this year. Additionally, efforts by the UC to persuade the state to increase funding, noting that labor negotiations were concluded after the governor's compact was agreed to, have not yielded positive outcomes. The UC does not yet have concrete numbers and total budget effects of the labor agreements. In addition, some proposed responses may harm learning for undergraduates. Should the university respond with a reactionary approach that becomes ingrained, any harms will be solidified. The UC must move forward to close achievement gaps as part of the budget compact as well as preserve undergraduate excellence especially as the undergraduate population has

become much more diverse. Ideally steps taken to address challenges will be through discussion rather than top-down budget-cutting fiat. But if student diversity is to remain a high priority, the responsibility for that will rest on faculty. There needs to be clear guidance on where cuts will fall.

- UCAADE asked how the UC plans to present a curriculum that until now has relied on graduate student teaching of undergraduates as part of graduate training. Graduate teaching costs have increased. A range of solutions from changing class structure, relying on Professor of Teaching faculty, and other approaches will be tried.
- Proposed reductions in first year fellowship support will eliminate the preparatory time taken by students who may need some time to grow into strong graduate students.
- A question about equity and justice issues noted the pressure to increase undergrads with many of them first generation or URB, while we are cutting graduate education changing how we can serve the undergraduates. VP Haynes reframed the question to where are we going to invest finite resources, campus by campus. Faculty must take responsibility for outcomes. The faculty have to make these priorities clear to the administration.
- A member noted that divisions are handling this challenge with great heterogeneity; on some campuses decisions are presented as “only money” decisions which do not need consultation with faculty, despite potential influence on education. Faculty are not consistently consulted. UCAADE was directed to ask divisions if they are having collaborative conversations. Vice Provost Haynes will report concerns to the Workgroup co-chairs while noting that the problems reach beyond simple diversity into systemic structure problems.

The meeting adjourned at 3:56 p.m.

Minutes prepared by Stefani Leto, Principal Committee Analyst

Attest: Jennifer Burney, UCAADE Chair