



UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY, EQUITY AND INCLUSION

Minutes of Meeting

17 October 2024

In attendance: Katherine Meltzoff (Chair), Kristin Holmquist (Vice Chair), Thomas Philip (Berkeley), Michelle Ko (Davis), Becky Helfer (Irvine), Margot Quinlan (Los Angeles), Clarissa Nobile (Merced), Gareth Funning (Riverside), Julian McAuley (San Diego), Stephanie Hsia (alternate, San Francisco), Teresa Robertson Ishii (Santa Barbara), Gabriela Arredondo (Santa Cruz), Steven Cheung (Chair, Academic Council), Ahmet Palazoglu (Vice Chair, Academic Council), Patricia Osorio-O’Dea (Director of Academic Program Coordination), Stefani Leto (Analyst)

I. Consent Calendar

Action: UCAADE voted to approve the consent calendar.

II. Introductions and Chair’s Announcements:

Chair Meltzoff noted areas of focus for UCAADE:

- Enrollment growth and inclusion at the UC (instruction modality, including online degrees),
- Proposed calendar conversion,
- Diversity Statements – a possible area for joint investigation with UCFW,
- Campus climate initiatives with special attention paid to regulations regarding face covering for students who cover for religious reasons, protests challenged as not being legitimate, professors facing charges and discipline for participation in protest activity, concern over disparate enforcement of regulations.

III. Leadership Update

Academic Council Chair Cheung reported on the September Regents retreat, which addressed issues of UC Health’s growing percentage of all UC financing, especially at UCSD and Irvine, and Artificial Intelligence and the UC. There was a panel discussion about AI, and there is a joint Senate-Administration task force examining it.

High-level administration at the UC is facing change with a search commission set up to identify the next President, as well as at least two Chancellors. The Regents have set up a special committee to select a President, and Chair Cheung serves by policy as a member of the advisory committee. This advisory committee will include representatives from each division and two at large representatives. This group will present criteria to the Regents for an ideal president.

The Academic Personnel and Programs Office at the Office of the President has been split into two units: the first is the Systemwide academic personnel office (SWAP), which will focus on labor issues, led by Assistant Provost Amy Lee. The Faculty Affairs and Academic Programs (FAAP) is currently headed by returning Vice Provost Haynes. The Senate has some concerns regarding SWAP being over the Academic Personnel Manual, rather than being led by a faculty member. The hope is that intense consultations happen between these units.

Provost initiatives:

- Proposed calendar conversion with a revised charge for the workgroup. Administrators will be responsible for costing out the proposed change, but faculty will review for intangible costs and expect to provide rigorous examination of the issues. Should the group agree that the change makes sense, divisions would review before any changes are made.
- Another broad-based joint senate-administration workgroup will examine APM015 and 016. The proposed changes reflect statutory compliance with the education code by the state legislature. There is broad faculty opposition to proposed revisions to 016 regarding simultaneous handling of investigations of faculty. The work of the groups will be staggered because of reporting obligations.

Funding for the Mortgage Origination Program (MOP) was depleted because more loans than usual were accepted. Additional funding will likely be available in January. The Senate is working with the CFO for greater transparency about mortgage funding and use and whether OP can increase MOP capacity while requesting that Chancellors use their supplemental funds for additional housing loans on their campuses.

- Chancellor's pay increases while campuses face budget cuts triggered the Regents to investigate. Sources of external funding and length of that funding were questioned by committee members. This issue is one the Senate leadership will use for changing faculty salary increase increment dates from October to July to match other staff.
- Some campuses are profoundly unhappy with their Chancellor's leadership during the protests, so pay increase timing is unfortunate.

IV. UCAADE Reflections on Leadership Update

- Committee members noted that semesters would be good for students but would mean faculty would teach larger classes and cut into research time. The conversion seems require increases in the number of online courses.
- Individual campuses are performing their own climate surveys, and the senate faculty survey does not feel coordinated across campuses.
- Faculty are concerned about equity issues surrounding AI.
- Is UC Health's increased reach driven by or improving Californian's health, and how can faculty connection deal with this change?
- The committee expressed concerns about AI but hoped it could be used for things like removing hate speech from student teaching evaluations.

V. Systemwide Review Items

UCAADE discussed items under review and agreed that items with due dates falling between meetings would be addressed by email discussion.

VI. Consultation with OP

The Advancing Faculty Diversity program funded five new awards this year. The RFP has changed from previous awards of up to \$500,000, adding a new strand for recruitment and retention, funded up to \$550,000 and including an endowed chair attracting faculty focusing on faculty excellence.

The review committee includes faculty and has received proposals from seven campuses, 16 proposals for \$4.4M and funded just over \$2m for climate and \$2m for retention. Committee members were asked to promote this program on their home campuses. While the process was challenged by the transition of VP Haynes, projects were recently informed of funding and official communication is going out to campuses.

Staff from the FAAP are using Proposal Central to manage grants more efficiently. The office has a small staff, so using Proposal Central will be easier.

- Members noted that UCSC has decided not to recruit faculty or hire PFFPs, even though they are funded for five years. Members asked that this information be shared with program staff.

VII. Campus Updates

Berkeley: Faculty feel that Management responsibilities put on faculty are disrupting faculty/student relationships, as faculty's role seems to be devolving into only labor management. Labor management tasks create uncompensated labor shifted to faculty. An ongoing challenge is ambiguity from the disabled students program delineating responsibilities of faculty and the disabled students office.

Davis: Faculty are concerned about campus TPM policies. The campus CPB has audited the DEI office and the office has rebutted the administrative audit. The budget cut evaluation process was not referred to the Senate for input or review.

Irvine: Campus administration has not responded to faculty view that the response to prior protests was a violent overreaction. There is general concern over the TPM policies. An outside firm has been retained to launch a campus climate initiative, but faculty are concerned that clear outcomes of this initiative have not been articulated. There are no unified cross-campus efforts evaluating these issues. Faculty cannot determine if cuts are being equitably enacted across schools because the budget process is opaque.

Los Angeles: TPM policies seem both vague and quite limiting. Two small physical areas have been identified by the administration where people are permitted to gather without a permit. The campus EDI office has spent the majority of its time compliance, so the office will be split into compliance and Office of Inclusive Excellence. A search for a head of the new office has begun. Every Senate committee has been asked to look at DEI-related issues, with positive effects last year. Some faculty have been doxxed and no campus safety response has been identified. Faculty would like the same support that faculty received when targeted by animal rights activists. It was noted in response that Santa Cruz is looking into hostile workplace remedies for this kind of activity.

Merced: Increased costs of graduate student funding have been levied on faculty. The campus is running out of TAs to help fund them. Discussion of the policy on expressive activities and assembly policy is ongoing. Faculty believe that some suggested time limits on protests and expression seem to be aimed at preventing encampments and there has been pushback against the policies. Hate speech has been reported in student evaluations of teaching, with at least one case violent threats. Anonymous course reviews prevents tracking this for safety purposes. Faculty want a way to track them by the administration for safety reasons. The process to expunge such statements and their scores from the faculty evaluation process needs to be clarified and supported.

Riverside: Over the late summer, faculty concern about graduate fellowships has grown. The administration has cut fellowships from a full year to a quarter, making taking on new graduate students financially infeasible. The reduction in

fellowship terms has not been addressed by the administration. Faculty wrote a letter in protest and funding was identified for a second quarter of GSI fellowships for next year only. Faculty believe that the graduate program cannot survive these kind of cuts.

San Diego: The campus has instituted limits on expressive activities designed to preempt protests. The library is now closed in the evenings, related to the restrictions. This creates hardships for students wishing to study in the evenings. Permanent structures have been set up where protests took place, making it impossible to pitch tents there. There has been a reduction in fellowships and TA ships, but faculty are more reliant on TA spots to support research. The administration has communicated that the MOP program will only be available in extraordinary circumstances.

San Francisco: Campus discussions on expressive activities policies have centered on locations allowing gatherings. The Library Committee worked to have the plaza in front of the library deemed unacceptable for gatherings, while the DEI committee fought to keep it as a designated position. Protests have to be out of earshot of hospital and patient rooms. Any activities that can potentially incite behavior are prohibited. Faculty has expressed concerns about the policy's lack of clarity; for example, can someone's research be claimed to incite behavior. No details about consequences or enforcement have been provided by the administration.

Santa Barbara: Housing availability and affordability is an ongoing problem on this campus. The only evaluation of teaching to be required for promotion is student evaluations and faculty have many concerns about that. Enacting a policy on teaching evaluation might improve faculty morale. Diversity numbers have not meaningfully changed since a ten year accreditation exercise two years ago. The percentage of Pell grant recipients has dropped. Faculty believe that the elimination of the SAT has occluded pathways into the UC.

Santa Cruz: Campus reports of harassment are ongoing; some of the people being harassed are administrators, based on their management of the protests last year. Shared governance is widely believed to be quickly eroding, and assumed to have unequal impact on faculty of color and women. No PFP hires were made, even though the campus is facing a hiring freeze, staff layoffs, and budget cuts across campus. The budget crisis is the last issue their DEI committee is considering, as past cuts have been unequally distributed. Layoffs used to be announced with a timeline so people could look for other positions now decreased from three weeks to two weeks, so staff have more difficulty finding new jobs on campus.

VIII. UCAADE priorities for the Year

- DEI statements – a recent lawsuit at Santa Cruz and lack of clarity about requirements for DEI statements. Davis was also sued because a state grant required applicants to speak about plans to address the diversity of the student body.
- TMP policies.
- Police equipment purchases and the approval process.
- Graduate student funding.
- Faculty survey results dissemination.
- Departments of inclusive excellence and identifying resources on campus to address equity issues Currently, offices are divided between broad campus climate conversations and an administrative side, with neither being open to faculty bringing equity concerns to it.
- Online teaching.
- Identification of endowment funding used to augment Chancellor's salaries and their sources.
- Systemwide mapping of equity resources, authorities, funding, activities.
- FEAs, equity officers. Job descriptions and authority and manner vary widely.
- Extensive discussion of how various campuses conceptualize and deploy FEAs and equity advisors and offices.

The committee adjourned at 2:58.

Minutes prepared by Stefani Leto, Analyst

Attest: Katerine Meltzoff, UCAADE Chair