



## UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY AND EQUITY (UCAADE)

### Minutes of Meeting

11 December 2025

**In attendance:** Kristen Holmquist (Chair Berkeley), Gareth Funning (Vice Chair, Riverside), Adrienne Correa (Berkeley), Javier Arsuaga (Davis), Kristina Uban (Irvine), Raphael Rouquier (Los Angeles), Sean Malloy (Merced), Esra Kurum (Riverside), Ross Frank (San Diego), Ruth Heller (Santa Barbara), Dev Bose (Santa Cruz), Will Martinez (San Francisco), Rebecca Ruiz (Graduate Student, Irvine), Alexis Garcia (Undergraduate Student, San Diego), Ahmet Palazoglu (Chair, Academic Council), Susannah Scott (Vice Chair, Academic Council), Monica Varsanyi (Vice Provost, Faculty Affairs and Academic Programs), Yvette Gullatt (Vice President for Graduate and Undergraduate Affairs and Vice Provost for Equity, Diversity, and Inclusion), Stefani Leto (Analyst)

### I. Consent Calendar/Chair's Announcements

**Action:** UCAADE approved the 16 October UCAADE minutes and the 11 December UCAADE agenda

The committee discussed possibilities surrounding revisions of the bylaws and the PFPF decision process and whether to write an additional letter to the President about consultation with the Senate for these changes. The letter was vague about specifics on the cuts, so back to shared governance. Perhaps the committee should do a deep dive into the PFPF in the spring. Professor Malloy volunteered to write a letter regarding the process surrounding the changes.

### II. Consultation with Faculty Affairs and Academic Programs (FAAP)

The committee had a wide-ranging discussion with Monica Varsanyi, Vice Provost, in which she clarified that the PFPF search waiver policy remains in place, and that the President has upheld the hiring incentive. In addition, President Milliken noted broad support for the program and the need for consultation before any changes would be made. Campuses can choose to do less than the policy allows but cannot exceed it. There have been minor changes made to the policy by Deputy Provost Lee, and the policy will be distributed to campus COVCs.

Money allocated to the Advancing Faculty Diversity (AFD) program was shifted to a new early faculty award. The nomination deadline is December 15, and FAAP will coordinate a review committee, who will distribute awards in late March to early April. Vice Provost Varsanyi indicated that she would like to find funding to perpetuate the best practices from AFD. She solicited ideas from UCAADE to continue this kind of work and determine what level of funding would be needed. The committee noted that the current situation provides new challenges to early career faculty.

UCAD and UCAD Plus: VP Varsanyi explained the purpose of UCAD Plus. Members expressed concerns about UCAD's Interim Report's implications for faculty research freedom, particularly in areas like climate change, and emphasized the importance of the university supporting such research. The group discussed the need for continued dialogue and collaboration across campuses and divisions to address funding issues and ensure that faculty voices are heard in shaping the university's response to these challenges.

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

Academic council Chair Palazoglu met with UCAADE to update the committee on various matters:

Council discussed the elimination of the PFP hiring incentive in November. The President announced that a review of the program and its sustainability will be taken up in the coming months with the Senate's input.

The Council also reviewed the feedback on APM 015-016 revision and PAC faculty discipline guidelines, and they endorsed UCPT workgroup's review. They endorsed the UC Privilege and Tenure Workgroup report that addressed the key revisions, including the system-wide PNT network and the associated bylaws and timelines. Chair Palazoglu met with the three Regents who proposed the original revisions, and they supported the new version. When finalized, the revised proposal will go to the Regents again. The extramural speech attachment was an outgrowth of a legislative direction to review the disciplinary policies to see if they are adequate to address issues, now revised to indicate that they do so. Regents will vote in January.

The budget plan presented to Regents asked for restoration of all compact funds and a one-time capital allocation. The tuition stability fund was renewed, with an added one percent to the inflation index returned to campuses, ideally for capital expenditures. Labor activity continues with a successful negotiation with UPTA and CAN preventing disruption to medical centers. Also at the November Regents meeting, an update on the DOJ demand letter noting a preliminary injunction stopping fines or grant stoppages to the UC. The UC continues a strategy of good faith interactions with the federal government and there have been no negotiations since the demand letter was received.

The Performance of Undergraduate Degree Programs (PUDP) is a successor to the Task Force on Instructional Modalities (IMOD). The PUDP strongly supports the concept of quality similarity across modalities, and the group is tasked with operationalizing equivalent quality. Work continues to establish assessment of online courses and data to support it. The task force will produce an interim report for system-wide review in early winter; it will be released for systemwide review, to highlight any need for additional attention. Senate processes are not fast enough to meet externally set guidelines. IMOD did not receive systemwide review.

### **IV. Consultation with Graduate, Undergraduate & Equity Affairs**

Vice President and Vice Provost Gullatt updated UCAADE on the status of search waivers in the PFP program, emphasizing the need for clarity on decision-making authority and the potential for updated guidelines to clarify eligibility for search waivers. UCOP will reinforce what is lawful

to do and enable people to provide services. Given the confusion from the Administration about who owns policy, she suggested the Senate provide a reminder about who owns the search waiver policy.

She provided clarity and addressed concerns about student resource centers, advising campuses to consult stakeholders before making changes and emphasizing the importance of maintaining programs that benefit students, faculty, and staff. Areas receiving increased scrutiny or causing accusations that others could not participate need to have clear and explicit invitations to all, such as affinity celebrations.

#### **V. Management Consultation Review**

**Action:** UCAADE voted to approve the proposed technical revisions to APM 710 and 758.

#### **VI. Systemwide Review Items Report**

The proposed policy is a “stub,” instructing campuses to implement a policy for responding to allegations of research misconduct without identifying how the process should run. Locations are directed to “consider describing the local mechanisms that will be used for the imposition of appropriate sanctions or discipline when the allegation of misconduct has been submitted.”

The group discussed several key topics, including the management review process and campus ARO practices. Professor Ross presented on the University Policy on Integrity and Research, highlighting concerns about equity in implementation and suggesting that NAGPRA violations should fall under the research misconduct policy. The committee agreed to endorse the central policy while pursuing further questions about NAGPRA inclusion. For equity concerns, fairness of the investigation, the process and standard for determining a finding – campus policies should go to DEI committees for review.

Chair Holmquist requested feedback on proposed name and bylaws changes ahead of the upcoming Council meeting.

**Action:** UCAADE voted to endorse and note specific concerns regarding NAGPRA.

The committee adjourned at 12:36pm.

Minutes prepared by Stefani Leto, Analyst  
Attest: Kristen Holmquist, Chair