



University Committee on Affirmative Action, Diversity, and Equity (UCAADE)

Annual Report 2024-25

To the Assembly of the Academic Senate:

The University Committee on Affirmative Action, Diversity, and Equity met four times during the 2024-25 academic year. In accordance with its duties as outlined in Senate Bylaw 140, UCAADE consulted on general policies bearing on affirmative action, diversity, and equity for academic personnel, students, and academic programs. Highlights of the committee's discussions and actions are described below.

Consultation with the Office of Academic Personnel and Programs (APP)

Throughout the year, Interim Vice Provost Douglas Haynes and Director of Academic Programs Patricia Osorio-O'Dea met with the committee to update them on various issues:

Advancing Faculty Diversity Initiative (AFD)

UCAADE received regular updates on the AFD program, which funded five new awards this year, including a strand for recruitment and retention and an endowed chair focusing on faculty excellence.

SEA Change

Five UC campuses are involved in the STEMM Equity Achievement Change program (SEACHange). The program helps transform the professoriate through self-assessment leading to action plans.

Use of Statements on Contributions to Diversity

In March, the Regents notified the President to inform campuses that stand-alone statements on contributions to diversity will no longer be used in faculty searches at the UC. Contributions to diversity can be noted by candidates as part of their work in the teaching, research, and service missions of the university.

Effects of Federal Actions

Interim Vice Provost Haynes noted that faculty are most responsible for the activities supporting diversity, as they are voluntary. Federal funding cuts for DEI-related research makes efforts to advance diversity more challenging.

Consultation with Graduate, Undergraduate, and Equity Affairs

In January, Vice President for Graduate and Undergraduate Affairs and Vice Provost for Equity, Diversity, and Inclusion Yvette Gullatt, Associate Vice President, Graduate, Undergraduate, and Equity Affairs, Cynthia Dávalos, Director, Student Mental Health and Well Being Genie Kim, and Principal Counsel, Disability and Educational Affairs Trevor Finneman met with UCAADE to discuss systemwide disability services and the impact of federal actions on the UC system. In April, Vice President Gullatt again met with the committee to discuss pressures on diversity efforts systemwide.

Systemwide issues and Campus Reports

UCAADE received updates each meeting from members about concerns and activities on their home campuses. Senate Chair Cheung and Vice Chair Palazoglu updated UCAADE on issues of concern to the systemwide Senate, including the Regents' concerns over the faculty discipline process, proposed synchronization of the Academic Calendar across UC campuses, Mortgage Origination Program (MOP) funding issues, senior leadership position searches, UC Health, impacts of changes in federal funding for grants, ideologically-based cuts to funding, revocation of international student visas, and faculty's response to the Trellix security software implementation.

Achievement Relative to Opportunity (ARO) Survey Efforts

In January, committee members began discussing how the current assault on grant funding echoed and differed from the Covid-19 disruptions to UC research. They decided to request Council support for a survey of ARO implementation efforts across all campuses, in concert with committees on Academic Personnel (UCAP), Faculty Welfare (UCFW), and Privilege and Tenure (UCPT). With Council's approval, a letter requesting information from campuses will be distributed in the fall, and in 2025-26, UCAADE will analyze the responses to create a dataset to inform best practices for faculty review during periods of disruption.

Name and Charter Revision

UCAADE members discussed changing the committee's name and bringing the charter into greater alignment with the committee's current priorities and responsibilities. The committee consulted with the Office of Faculty Affairs and Programs and Graduate, Undergraduate, & Equity Affairs, and requested feedback from UC Legal. The proposal will go out in the fall for systemwide review.

Service

Vice Chair Holmquist served on the Faculty Diversity Advisory Group and was a member of the University Committee on Adaptation to Disruptions (UCAD).

Reports and Recommendations

In response to requests for formal comment from the Academic Council, UCAADE opined on the following systemwide review items:

- Proposed Revisions to APM 360 (Appointment and Promotion, Librarian Series)
- Proposed Revisions to Academic Personnel Manual (APM) 230 PDF, Visiting Appointments - Proposed Revisions to Senate Regulation 479 (CalGETC)
- Proposed Senate Regulation 627 (Posthumous Awarding of Degrees)
- Revisions to Presidential Policy on Externally Supplied Medications in UC Outpatient and Clinic Settings
- Proposed Program Attachments #3–7 to the Policy on Vaccination Programs

Alexis Garcia provided valuable insight from the student perspective.

UCAADE is grateful to have had valuable input from and exchange with the following UCOP and campus consultants and guests over the past year: Vice Provost Douglas Haynes; Director of Academic Program Coordination Patricia Osorio-O’Dea; Deputy Provost, Academic Personnel and Programs, Amy K. Lee; Vice President for Graduate and Undergraduate Affairs and Vice Provost for Equity, Diversity and Inclusion, Yvette Gullatt; Associate Vice President, Graduate, Undergraduate, and Equity Affairs, Cynthia Dávalos; Director, Student Mental Health and Well Being, Genie Kim; Principal Counsel, Disability and Education Affairs, Trevor Finneman; Director, Systemwide Community Safety Academic Council Chair Steven Cheung; Academic Council Vice Chair Ahmet Palazoglu; and Academic Senate Executive Director Monica Lin. The committee also thanks the faculty members who served as alternates during the year.

Respectfully submitted,

Katherine Meltzoff (Chair, Riverside)
Kristen Holmquist (Vice Chair, Berkeley)
Thomas Philip (Berkeley)
Michele Ko (Davis)
Rebecca Helfer (Irvine)
Margot Quinlan (Los Angeles)
Clarissa Nobile (Merced)
Gareth Funning (Riverside)
Julian McAuley (San Diego)
Elizabeth Dzeng (San Francisco)
Teresa Robertson Ishii (Santa Barbara)
Gabriela Arredondo (Santa Cruz)
Stefani Leto (Analyst)