

Meeting Notes**1. Chair's Announcements, approval of meeting minutes**

Meeting minutes from March 5, 2020 were approved.

Since the last meeting, UCAADE sent comments to the Academic Council on a proposed policy on gender and lived name and to the Teaching Evaluation Task Force on draft "Recommendations for Evaluating Teaching Effectiveness" from the UC Teaching and Learning Group (Nov. 1, 2019).

Committee members talked about ideas for a UCAADE statement on the impacts of COVID-19 on diversity, equity and inclusion within the university. A draft was posted as a Google doc so that all could edit and comment. Covid-19 is revealing structural problems and inequities within academia, including time to degree completion. A statement could be presented to Academic Council for endorsement and a topic to keep on the agenda for next year. Perhaps formally send to Divisional Chairs for distribution on their campuses.

Remote learning in the time of Covid-19 brings uneven and inequitable consequences. Many are concerned that expectations for remote learning will be harmful unequally across disciplines in addition to economic status. Some campuses are implying that remote teaching is helpful in ways that improve diversity and equity but this is not necessarily the case. There are significant challenges for remote learning for people with fewer technological and situational resources. These need to be openly discussed as online learning is going to be a part of the undergraduate experience for at least the near future. Members suggested using the framing of UC as an engine of mobility, which is something UC promotes about itself.

Extending the tenure clock is being discussed systemwide at UC.

Student assessment is another major issue of concern.

Undocumented students and their families are often in situations where someone in the household has to do work that is outside the house and in direct contact with others, or else they cannot work and don't get paid.

- Extending Faculty Diversity Task Force – *report from Elizabeth Abrams*

The Task Force is a small group that came up with ideas to potentially develop and draft a proposal for Advancing Faculty Diversity funding. Initial ideas included creative writing, fellowships for Senate service, and a diversity curriculum for administrators. The idea is to implement the ideas across multiple campuses. The Task Force was extended for two more years.

Because Elizabeth Abrams will not be on UCAADE next year, there should be another channel for communication between the groups. Either Abrams could come back as a guest to UCAADE

meetings, or there could be another member of UCAADE who is on the Task Force. The Task Force will also need to figure out how it will report on its work to the Academic Council since its chair will no longer be on Council.

- Standardized Testing update

The Board of Regents voted in May to phase out the SAT and ACT for admission at UC. As it is phased out, the university will investigate the feasibility of using an alternate test, one of which is the SBAC, a standardized test in California. The standardized tests are apparently also used for funding and placement purposes, but those were not addressed.

2. Consultation with UCOP Office of Academic Personnel and Programs

Pamela Peterson, Executive Director and Deputy to the Vice Provost

Patricia Osorio-O'Dea, Director of Academic Program Coordination

Executive Director Pamela Peterson reported that Vice Provost Susan Carlson was called away to another meeting. She also announced that she would be retiring at the end of June.

- Changes due to Covid-19

Peterson reported that the biggest issues facing the Office of Academic Personnel and Programs were those of lecturers with security of employment (LSOE) and those within a probationary time period. The latest communication was an exceptional extension to the probationary time period. Tenure and security-of-employment extensions for up to two years can be done locally; a third year has to be approved by UCOP. However, the Provost has streamlined process for an additional year for anything Covid-19 related. There is a form and associated FAQ. Covid-19 is slowing research productivity and it is understood that a third year off the tenure clock won't solve all issues going forward.

Early career faculty will need to be mentored appropriately. Regarding considerations for teaching scenarios for 2020-21, campuses are currently gathering information, and will make individual decisions regarding opening up and delivery of courses.

Peterson also mentioned the impact of Covid-19 on visa processing time and international travel, which is impacting the hiring of new international faculty. The Office of Academic Personnel is working with the Office of General Counsel and campus Academic Personnel Offices.

- Advancing Faculty Diversity Initiatives

Director Patricia Osorio-O'Dea reported that the RFP for year five of the Advancing Faculty Diversity initiative was distributed in March. The deadline for proposals is Monday, June 1. President Napolitano dedicated \$3 million from for the grants this year, but the state funding, which was previously \$2-2.5 million, is still unknown. There are two Academic Senate representatives on the proposal review committee. A meeting of current awardees occurred in Davis in the fall, the meeting planned for April convened virtually. The current cohort is having to make adjustments due to the Covid-19 pandemic that may impact their timelines and budgets as

projects are restructured and postponed. There are currently five recruitment projects and nine retention projects. All will submit reports in July.

- Equity Advisor Programs

There was a scheduled meeting of Faculty Equity Advisors for June 3 at UC Irvine, but that is being rescheduled for the fall.

UCAADE members asked about whether additional funding was available for research around Covid-19 and whether there would still be funding for UC's diversity programs. Several UC campuses have extensive research programs that are now focused on Covid-19. Of course UCSF has a great deal of research and medical efforts, but so do other campuses like UCSD, UC Davis and the other health science campuses. The Regents are very committed to faculty diversity and to UC's diversity initiatives, and so there should be at least some funding.

4. Senate Leadership update

Kum-Kum Bhavnani, Academic Council Chair

Mary Gauvain, Academic Council Vice Chair

At the Board of Regents' meeting last week, the Board unanimously approved President Janet Napolitano's recommendations for phasing out standardized testing (SAT and ACT) for undergraduate admissions at UC. This was contrary to the recommendations of the Academic Senate's Standardized Testing Task Force, which saw benefits to keeping the test. Due to Covid-19, the SAT and ACT were already considered optional for fall 2020-22. Going forward, UC will now be "test-blind" in 2023 and 2024. The university will form a feasibility study group to determine if there are other metrics that could be used or developed for freshman admission. One option is California's Smarter Balanced Assessment test, which was mentioned in the meeting. If no new test is available, UC will drop standardized testing from admission consideration starting in 2025.

Campus re-opening schedules are being developed. The President and Chancellors are discussing, but campus plans are also dependent on local orders.

The new Chancellor of UC Merced is Dr. Juan Sánchez Muñoz, who come to UC from the University of Houston – Downtown. He received his BA from UCSB and PhD from UCLA.

A new UC President is expected to be announced at or before the July Regents' meeting. The faculty's Academic Advisory Committee had two meetings with the Regents' search committee, the last one was on March 17.

At the request of the Academic Council, Chair Bhavnani sent a letter to Senate Division Chairs requesting information on divisional implementation of the Academic Council's February 2019 recommendations on DEI statements. Responses were requested by June 15.

Chair Bhavnani suggested that UCAADE send a letter to Academic Council about principles for equity in the face of Covid-19. Research trajectories show an unequal impact on women/early career faculty. There are issues of increased food and housing insecurity.

5. DEI Statements

Chair Lynch suggested that UCAADE write a letter of support for the use of DEI statements and the recommendations issued around the statements last year, but Chair Bhavnani requested that any statement wait until the Divisions responded to her request for information that was sent earlier in May.

Regardless of the responses from the Divisions, the problem is that the backlash against DEI statements is already having a chilling effect. As a university system with a diverse student body, UC has a responsibility to make sure that faculty and others in positions of authority have an ability to work with people from all backgrounds. There is misleading thinking that the sole use of the statements is to hire faculty who are from underrepresented groups. Members talked about whether there was a need for robust guidelines for how to use and not use the statements.

Although the vote at UC Davis came out in favor of DEI statements, those in opposition were very vocal and the vote was close. Some respondents may have been confused due to the confusing phrasing of the resolution. UCAADE members are dismayed at the rhetoric of placing excellence in opposition to diversity.

6. Items Under Systemwide Review

UCAADE will not send comments on any items currently under review.

7. New Topics

Campus reports was not an item on the agenda, but UC Davis representative Jose Torres reported that after much work, UC Davis achieved its goal of becoming a designated Hispanic-Serving Institution (HSI).

8. Executive Session

No notes were taken in Executive Session.

Meeting adjourned: 2:00

Meeting minutes drafted by: Joanne Miller, UCAADE Committee Analyst

Attest: Mona Lynch, UCAADE Chair

Meeting participants: Mona Lynch (Chair), Javier Arsuaga (Vice Chair), Jose Torres (Davis), Louis DeSipio (Irvine), Antoinette Gomes (Los Angeles), Asmeret Berhe (Merced alternate), Xuan Liu (Riverside), Errol Lobo (San Francisco), Michael Trigilio (San Diego), Melissa Morgan Consoli (Santa Barbara), Elizabeth Abrams (Santa Cruz), Natalie Lopez (Undergraduate Student Representative, UC San Diego), Caleb Dawson (Graduate Student Representative), Kum-Kum Bhavnani (Academic Council Chair), Mary Gauvain (Academic Council Vice Chair), Susan Carlson (Vice Provost, Academic Personnel and Programs), Pamela Peterson (Executive Director and Deputy to the Vice Provost), Patricia Osorio-O’Dea (Director of Academic Program Coordination), Joanne Miller (Committee Analyst)