



UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY AND EQUITY

Minutes of Meeting

10 April 2025

In attendance: Katherine Meltzoff (Chair), Kristen Holmquist (Vice Chair), Michelle Ko (Davis), Rebecca Helfer (Irvine), Margot Quinlan (Los Angeles), Marcus Lee (alternate, Merced), Gareth Funning (Riverside), Gabriela Arredondo (Santa Cruz, Zoom), Elizabeth Dzung (San Francisco, Zoom), Teresa Robertson Iishi (Santa Barbara, Zoom), Yvette Gullatt (Vice President for Graduate and Undergraduate Affairs and Vice Provost for Equity, Diversity, and Inclusion), Douglas Haynes (Interim Vice Provost), Stefani Leto (Analyst).

I. Consent Calendar

Action: UCAADE approved the agenda and will approve the minutes of January 16, 2025 via email

II. Chair's Announcements

Chair Meltzoff shared information regarding current affairs with the committee. She noted the impact of federal actions on the committee's areas of interest. The committee discussed the action items to be addressed during the meeting.

III. Consultation with GUEA

VP Gullatt entertained questions from the committee. The committee discussed the focus of the committee's work in the coming months and years, including equity grievance policies and procedures. The future and shape of Achievement Relative to Opportunity (ARO) policies is within this committee's purview. Changes to contributions to diversity statements were discussed, VP Gullatt noted that the systemwide Senate has continuing interest in the issue. The committee expressed concern that Senate input be solicited for future changes to policies and practices.

IV. Items Under Review

UCAADE agreed to submit comments on the Management Consultation on APM Technical Revisions via email to compile into a letter. Professors volunteered to provide comments via email in time for the committee to respond to two items: Community Input on Academic Planning Council's Systemwide Academic Calendar

Workgroup Draft Report and Proposed Revisions to Academic Personnel Manual (APM)
Section 500, Recruitment.

Comments via email, I will compile into a letter for Katherine by the 13th, letter out to committee by 14th, letter in on the 15th

Action: UCAADE decides whether to review; assigns

Send emails to reviewers Friday am

V. Consultation with OP

Interim Vice Provost Haynes updated the committee on actions surrounding the use of statements on contributions to diversity, which were never required by policy. On March 19th, 2025 the Regents notified the President to inform campuses that stand-alone statements on contributions to diversity would no longer be used in searches. This did not represent a change to APM 210. On March 25th Provost Newman issued a letter providing a list of frequently asked questions. The Senate refined and listed best practices for the statements, and consultation on how faculty should be evaluated during the review process. Divisions, and schools within divisions, were using diversity statements differently with little consistency. These practices grew out of changes made to the APM.

Any change in APM 210.d would require extensive consultation with the Senate as well as management review and systemwide review at divisions.

The Provost asked the Senate to review policies in the APM to see if they supported the UC's commitment to campus and community safety, academic freedom, and free expression. The workgroup concluded that the existing framework of APM 115 and 116 were sufficient. The Regents agreed that they were sufficient but expressed concern about the perceived length of time for investigation, case adjudication and, where appropriate, the imposition of discipline. They directed the President to undertake a comprehensive review of campus's implementation of the policies and discipline. The workgroup is submitting their report to the Provost and it will be agendized at the May Regents meeting. The Regents are interested in standardizing the application of discipline as well as a case monitoring system to ensure that investigations are using the same criteria system wide.

In addition, any contingencies used for cases in which a privilege and tenure committee is unable to appoint a hearing committee in a reasonable amount of time, paid and unpaid leaves during the process, and investigations happening at the same time as promotion cases will be addressed.

- Committee members asked whether there was consideration of consultation with the Senate for the Regents' decision. The Chair sits at the Regents meeting as well as meeting with the President.

- Members expressed concern that the Regents may not believe that shared governance is an important part of the UC. The process has illuminated to the Regents that due process works, and that the administration did not know what the process was on different campuses. The work done on this issue has illustrated the ways shared governance has worked and that exceptional cases are not indicative of the process. The Senate's responsibility is to ground what they do in shared governance.
- Committee members asked how ARO principles can be interpreted considering federal actions impacting the UC, and how consistency could be enhanced across the system. Provost Haynes noted that the APM as it stands is sufficiently flexible to accommodate faculty whose careers are impacted through no fault of their own. He noted that it might be timely for the Provost to remind campus Provosts of the ARO report and the helps that were put in place during Covid, such as bridge funding. Centering equity in faculty careers can be done at the local level. The Provost is interested in the progression of faculty careers given the cataclysmic impacts of events since Covid. The report suggests divisions are best placed to evaluate the use and impact of ARO and come up with ideas about ways to mitigate effects such as extension of tenure clocks, and third one-year extensions.
- Interim Provost Haynes suggested that the questions: Who are the faculty? Are they thriving? How do we know? What can we do to improve it? Are key for UCAADE.
- Faculty pursuit of equity complaints is complicated. UCAADE is poised to investigate issues that are opaque and can foreground data that is underreported in terms of makeup of the professoriate. It can express curiosity and interest in all faculty.
- Interim VP Haynes suggested that the committee develop a template for communication that describes the type of information sought. In addition, such work will create an ongoing format for future work by Senate members.

VI. Executive Session

The committee discussed the charter and name of the committee.

Action: The committee drafted a new name and charge and will seek consultation and submit the proposed changes to Council's May meeting.

VII. Updates on ARO Letter

The committee finalized the letter requesting Council's endorsement of efforts to ascertain the scope of campus implementation of achievement relative to opportunity (ARO) recommendations.

VIII. Leadership Update

Council Vice Chair Palazoglu updated the committee on various issues:

- Academic Council: Susannah Scott was nominated as the incoming Vice Chair-elect.
- Chair Cheung reiterated the importance of confidentiality of Council information. Council also drafted a statement in support of the University and was delivered to the University and is accessible to the public. A joint Senate-Administration Work Group on faculty discipline finished their report and gave it to the Provost, who will present it at the May Regents meeting. The group created a tracking system for cases across the system. The Regents may act on the report in the July meeting. Assessment of APM106, simultaneous evaluation of advancement and discipline cases, has been postponed to the fall.
- The Assembly voted to endorse Susannah Scott's nomination. A revision to Senate bylaw 145.B.7, to incorporate how BOARS consults with schools, school boards, the K-12 system, was approved.
- The Special Assembly meeting defeated a motion to make deans have their pay adjusted in October like the rest of the faculty. The common calendar was also discussed, and the report of the work group is out for Senate review. Feedback is still being solicited. Another petition was delivered to the Assembly which will attempt to agendize the item. Two UCSF memorials for extension of Senate membership to faculty with more than 50 percent time effort in health sciences, clinical or adjunct series both failed in all nine divisions. The memorials will not go to systemwide vote.
- The Senate is working with the administration to react to executive orders revoking international student visas and trying to determine what can be done to support them. One approach is devising flexible ways of degree completion.
- President Drake reiterated that fundamental UC values have not changed; the hiring freeze is due to budget issues. Offers made prior to March 31 will be honored; exceptions can be requested.
- The Board of Regents directed President Drake to tell Provost Newman to eliminate the use of stand alone diversity statements in hiring of faculty and staff; APM 210.d has not changed.
- The University Committee on Adjusting to Disruptions (UCAD) has been launched. The committee will focus on restructuring of academic programs, resizing of programs and the workforce, recalibrating growth objectives and realignment of funding sources with activities.
- The Intersegmental Committees of the Academic Senates (ICAS) met and had three takeaways – strong Sacramento support to minimize budget cuts to the UC, continued interest in forming a body to oversee the three segments and enhance cooperation and, the necessity of ICAS to make reports to and positively influence legislators.
- Senior leadership searches: The UCSB Chancellor and Presidential searches are coming to a close; Regents are meeting with the final candidates. The Riverside Chancellor search is moving forward. Provost Newman has made an offer for the Vice Provost for Faculty Affairs and Programs position; we should hear results soon.
- The total remuneration and benefit surveys and employee engagement surveys are beginning and will be made public in Winter 2026.

- UCAADE asked if there would be centralized funding for immigration services for students. It is under discussion, but it is not clear if it's possible going forward.
- Common calendar – the switch may necessitate more online courses. One effect may be to redistribute students among CSU and UC, is this the aim? When the task force discussed infrastructure needs, the quarter campuses were concerned that they could not accommodate the student numbers anticipated. That led to questions of whether that would force online education. These issues are part of the infrastructure discussion, A common calendar would facilitate movement among the divisions and the CSUs and CCCs, and that was part of the calculus.
- The inequity the common calendar might create is of concern. The alignment graphics were useful in the report. Can calendars be aligned without quarters changing to semesters? But why now, specifically given the costs? This effort was started before we knew the impact of federal actions. The administration has to consider possible effects on the mission. The effort is unlikely to move forward in the current situation. If it comes back, this report will help define terms. Have students been consulted in the calendar efforts? Two are on the workgroup. Feedback from students was solicited through Chancellors. One-third of responses to the survey are from students.
- Diversity statements brought up by the Regents but did the Senate have any indication prior to that and was any consultation from UCAADE asked for? The President indicated that it was on the Regents' minds. The Regents' justification was that statements were not policy, so no set process needed to be followed. The committee indicated that they hoped that the Academic Council Chair would reach out to UCAADE for consultation in similar situations.

The committee adjourned at 4:01pm.

Minutes prepared by Stefani Leto, Analyst
Attest: Katherine Meltzoff, UCAADE Chair