



UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY, EQUITY, AND INCLUSION

Minutes of Meeting

16 January 2025

In attendance: Katherine Meltzoff (Chair), Kristin Holmquist (Vice Chair), Thomas Philip (Berkeley), Michelle Ko (Davis), Becky Helfer (Irvine), Clarissa Nobile (Merced), Gareth Funning (Riverside), Julian McAuley (San Diego), Sara Ackerman (San Francisco), Teresa Robertson Ishii (Santa Barbara), Kimberly Lau (alternate, Santa Cruz), Alexis Garcia (Undergraduate Student, Ahmet Palazoglu (Vice Chair, Academic Council), Cynthia Dávalos (Associate Vice President, Graduate, Undergraduate, and Equity Affairs), Genie Kim (Director, Student Mental Health and Well Being), Douglas Haynes, (Interim Vice Provost, Faculty Affairs and Academic Programs), Patricia Osorio-O’Dea (Director of Academic Program Coordination), Yvette Gullatt (Vice President for Graduate and Undergraduate Affairs and Vice Provost for Equity, Diversity and Inclusion), Amy K. Lee (Deputy Provost, Systemwide Academic Personnel), Trevor Finneman (Principal Counsel, Disability and Education Affairs), Stefani Leto (Analyst)

I. Consent Calendar

Action: The committee approved the January 16, 2025 agenda and the minutes of October 17 2024.

II. Chair’s Announcements

Chair Meltzoff noted that UCAADE has ongoing interest in the application of Achievement Relative to Opportunity (ARO) principles in the promotion process, systemwide approaches to student disability requests and how faculty interact with them on their campuses, and diversity statements in hiring given the current national climate.

III. Leadership Update

- Regents: The Regents have expressed concern that no discipline has been imposed based on the events of last spring, and they expressed concern that the Senate was the bottleneck to this process. A presentation about disciplinary processes is planned for the next meeting. There is also some Regental interest in examining the privilege and tenure process in more detail.
- At the Assembly meeting, the UCEP UC Quality Statement was unanimously approved. A proposal to overlay a one semester nonadditive ethnic studies requirement as part of the A to G requirement for high school students was discussed and postponed. The issue will be taken up again at the April Assembly meeting. A Special Assembly meeting tomorrow will discuss

the cybersecurity plan and variance in faculty and staff salary adjustment dates and health care costs determinations.

- December Council discussed revisions to SR 479, the Cal-GETC transfer curriculum. The faculty agreed to prioritize major preparation over general education fulfillment for Associate Degree for Transfer (ADT). The first proposal to lift a requirement for biological sciences was approved. The second proposal, to allow up to four general education courses to be deferred, was discussed and postponed. Regulation 627 to award posthumous degrees was debated and no decision was made. This proposal was sent back to originators.
 - Mortgage Origination Program (MOP) funds were depleted ahead of time due to higher interest rates in the market leading to higher acceptance rates internally and difficulties reselling these loans outside the program. CFO Brostrom announced that \$200M would be delivered to campuses this month to restart the program.
 - A confidence vote on President Drake was undertaken at UC Davis however the votes have not been certified. Faculty expressed concerns about a large salary increase for the Chancellor, and MOP cessation.
 - A joint Senate-Administration work group on Faculty Salary Range Adjustment Effective Date is discussing a common payroll calendar and met in December. The group is calculating if a slip adjustment held the faculty harmless.
 - UCSF proposed two Memorials, one extending senate membership to adjunct and clinical health sciences faculty; it will go to the wider Senate for a vote. One-third of the senate membership must vote in favor of the memorial to move it forward. Divisions have received this guidance and are preparing to respond.
 - Leadership searches: Presidential search is chaired by Regent Carmen Chiu, with a faculty advisory committee chaired by Chair Cheung. This group is on schedule to deliver pool recommendations. An ongoing search for Vice Provost of Academic Affairs and Faculty Programs, the new position from the splitting of Academic Affairs, is underway. Five strong candidates are coming in for review, and a chosen candidate should be announced in April. The chancellor search group for Santa Barbara has been meeting since November and have candidates. The Riverside chancellor search getting underway. President Drake wants to make chancellor appointments before he leaves.
 - Committee/workgroup updates: The Presidential taskforce on instructional modalities delivered a report last year, presented to President and Regents. One of the recommendations was to convene a successor task force to focus on delivery of quality programs and assessment of student work. This is just getting underway, called the Joint Senate-Administration Taskforce on Performance of Undergraduate Degree Programs. Chairs will be announced by May with a final report January 2026. Systemwide Academic Planning Council Workgroup on Academic Calendar is chaired by Vice Chair Palazgolu and has been meeting and debating pros and cons of adopting a single systemwide calendar. The group is asking faculty for input to the committee via a portal. The Senate-Administration workgroup looking at APM 015-016 completed phase one work and hopes to develop guidelines modeled on Title IX but designed to preserve academic freedom. Work was primarily driven by statutory requirements established by the California Budget Act requiring comprehensive review of UC system-wide policies relevant to expressive activities. Phase two is getting underway looking at simultaneous personnel actions and disciplinary actions.
- Members noted that the town hall about the presidential search was not announced at UCI other than through a Senate cabinet meeting.

- Members asked about UC investigation about artificial intelligence, and a Senate Committee chaired by James Steintrager will look at the question of the impact of AI on the research and teaching mission as well as issues of academic integrity.

IV. Consultation with Systemwide Disability Services

Cynthia Dávalos and Genie Kim from GUEA joined UCAADE to present on systemwide disability services. The student disability functions at OP include coordinating student services on campus, legal issues around disability and accommodations, and civil rights/ADA type of needs on campuses.

The population of students with disabilities is increasing. The Regents have a strong interest in the success of students with disabilities and have requested updates in the past three years. Students increasingly understand their disabilities and the rights pertaining to them. A Systemwide work group on disabilities issued a report in early 2024, and the Academic Senate provided feedback to the report in June 2024. Campuses have used recent funding increases to hire more caseworkers for divisional student disability offices. A report on progress on the recommendations of the report will be presented in March 2025.

The percentage of disabled students is growing and accommodations and support from faculty is crucial. The state provided \$1.5M and campuses matched that funding so \$1.9M were distributed across campus for disability services. The system-wide policy on equity and inclusion was upgraded to include language for inclusion of students with disabilities.

Committee discussion included:

- The effects of incomplete policies on the academic advancement of students with disabilities. There is no specific working group on this issue, but it was discussed with UCAADE last year as well as with some Regents and the UCSA. Campuses are to look at their policies and procedures in the absence of systemwide guidance.
- Documentation for disability services can take time for students to get and not match campus calendars. Because of individual student needs, systemwide disability documentation policy is unlikely as different classes and dynamics apply on each campus.
- As UCSHIP premiums increase, students are encouraged to stay on their parents' insurance. This may be a way to fund disability documentation. Some student health centers can do some disability screening.
- Members expressed concern about the timeline and costs to comply with Title II of the Americans with Disability Act, requiring digital accessibility by 2026.
- The students perceive the wait times for testing centers is prohibitive without documentations. Testing centers more often are allowing space for proctoring for many reasons. It would be helpful for this committee to address this campus by campus to discover what the interim process for this is prior to official accommodation – what happens when it's at the request of the faculty member.
- A best practice would be for faculty to include resources on the syllabus for services as well as cultural centers etc. Student affairs and their case managers can reach out to students, and better communication between student affairs to faculty would help serve students.

V. Consultation with OP

Advancing Faculty Diversity calls for proposals will go out in March. A new strand of funding is available for an Inclusive Excellence Chair of up to \$500,000 to close hiring funding gaps. Last year, no proposal was funded under that umbrella last year. A total of \$2M-2.5M will be available to campuses, and information sessions will begin in April. The Senate will be asked for two members to serve on the review committee. There is a new grant management platform which will free up the office from some administrative tasks.

The annual Advancing Faculty Diversity Convening is upcoming April 17-18 at UCLA.

The President's Postdoctoral Fellowship Program held a 40th anniversary event at UCLA. A program evaluation will be shared with the committee when it is available.

Several campuses are involved in SEASChange – a STEM equity achievement program through the American Association for the Advancement of Science (AAAS). An invitation-only consortium whose priority is to transform the professoriate by self-assessment and action plans based on them. Five UC campuses (Berkeley, Davis, Irvine, Santa Cruz, and San Diego) have gone through this evaluation and developed strategic plans which consortium leadership has reviewed, granting them bronze status. Although the program is STEM-focused, many of the goals and practices apply to all fields.

UC is hiring more faculty than our peers, providing an opportunity to transform the professoriate, means that if we have an equitable search process talented people who represent a cross section of people with those degrees will be hired. In an atmosphere of cuts and slow hiring, not losing a commitment to equitable search processes is key. At the UC, 40 percent of faculty are women, 15 percent represent historically underrepresented populations, varying among fields; ten years ago the numbers were distinctly smaller.

- Some information has been removed from the AFD website out of concerns regarding anti-diversity activities from the government. No policies or grant admission procedures have changed; all are Prop 209 compliant.
- The requirements from AAAS did not appear to be a good use of faculty time, so a systemwide response would be helpful.
- Members expressed concern about the political about-face regarding DEI statements within the UC and their impact on the future of diversifying the professoriate. The national climate has emboldened faculty reviewers to push back against any DEI requirements. The current pushback against PPFP hiring uses structural deficits as justification. We need help on campuses from OP. Vice Provost Haynes notes these programs are the best in the country; there is no competitor. The 25-year commitment to diversifying the faculty needs to continue, and the UC needs to make a commitment to that. SeaChange is a platform to continue this work.
- How this would work for the humanities which are doing better in some respects than STEM fields, in others not. SEASChange reinforces ongoing campus strategic priorities. It has broad capacity and it's not narrowing the vision but broadening it.
- The prompt for diversity statements may need adjusting to get to a description that is hard to disagree about. It was only in 2020 that campuses evolved to making these

statements mandatory. We should be open to asking the question of the appropriate format. This does not have to indicate a lessening of commitment but a commitment to evaluating if this is the best vehicle to help us meet our aspirations. The characteristics of graduate student populations have shifted; we have many more HSIs; are we situated to continue our work for the next decades.

- Retention challenges raise questions of what can be done to make institutional change in the role of a professor to help make people want to stay.
- The pipeline for sciences has shrunk dramatically looking at post doc numbers and the pressure to perform to become a professor are relentless.

VI. Consultation with GUEA

The systemwide anti-bullying policy and the formation of the systemwide office of civil rights were significant improvements last year. The Time, Place, Manner (TPM) effort followed President Drake's investigation into if any existing policies needed updating. None of the policies needed changing, but guidance in implementing policies needs to be consistent across campuses. The legislature is and was very interested in how the university applies discipline. Any systemwide guidance will go through faculty consultation.

The university reached resolution and settlement with the Office of Civil Rights, both as a system and for the five campuses involved in complaints. Current climate surveys are issued every other year which is not enough for OCR monitoring. The University plans to interview segments reporting the most discriminatory incidents or students claiming the most discriminatory events and they will be more carefully monitored.

The university's competing rules and regulations and limitations to discover who is responsible for activity on campus hamper leadership dealing with protests. The university is partnering with Hillel and a national program that looks at diversity writ large. At the root, the spring protests were examples of people feeling excluded and marginalized. Safety is a process. Regental and legislative interest was initially solely about safety. OP was successful in reorienting the conversation to those who felt marginalized as a support for safety on campuses, addressing the root causes of marginalization, exclusion and discrimination. Systemwide and divisional climate plans will interact.

- Safety is also invoked by those wishing to consolidate power, rather than eliminate marginalization, so it is important that the university note how safety is deployed by varying parties.
- The victims become the perpetrators in some narratives, and antisemitism is used to dismantle diversity. Boards are the target for people to overturn diversity efforts. We may have to work differently to pursue our goals.

VII. Consultation with Systemwide Academic Personne

Deputy Provost Amy Lee and Trevor Finneman from UC Legal spoke about the disability accommodation of students.

The guidance provided by Ethics, Compliance, and Audit Services and UC Legal about student accommodation requests should be used for faculty responding to student accommodation requests. Faculty can put information for requesting accommodations, finding support, and

services in their syllabus at the start of each term. Students presenting accommodation requests should be referred to the disability office on campus.

New federal digital access requirements will take effect next year, and course content will be the biggest lift for faculty members. A group of systemwide stakeholders is working to amend the [Information Technology Accessibility Policy](#) to be consistent with the federal requirements. Part of that amendment includes tools to help faculty get their materials into compliance, with guidance and support to make digital content accessible. Funding permitting, IT and UC Legal are also trying to set up resources and help for faculty on campuses. Artificial Intelligence can be a useful tool in ensuring digital content is accessible by, for example, generating alt text for images.

- Campus disabled student offices are overwhelmed and therefore accommodations are delayed, or students have trouble getting needed documentation. What interim steps can be offered to students, how should faculty approach it. And DSP offices are on a different calendar than campuses. Informal accommodations are not recommended by Disabled Students, even though there are issues with the process. Information about accommodations can be put in the syllabus or the course website. The medical side, getting accommodation letters, is an ongoing problematic issue.
- There is no central guidance on how accommodations are set; every disability is different. If students are getting different outcomes this may need guidance from OP.

VIII. Divisional Implementation of ARO Principles

UCAADE members discussed the ways in which their divisions used guidance from the Mitigating COVID-19 Impacts on Faculty Working Group Final Report, issued in 2022.

Some campuses allowed sabbatical credit but made the process of applying for it onerous. Because the guidance was not added to the APM, faculty have to raise issues with their AP offices. UC Irvine has changed some reviews to Dean-delegated reviews rather than CAP or Dean final, after a first round at CAP. Documentation is difficult to manage. No appeals exist; faculty must try again the following year. At UC Riverside, the report is not being cited but Covid impact statements are being used (now called personal circumstances statements). UC Santa Barbara faculty use language directly from the ARO report as well as information articles about disparate promotion for female faculty to some success. At UC Santa Cruz, a group of female faculty have promoted Achievement Relative to Opportunity (ARO) more widely on campus. CAP recognizes ARO and the term and meaning are widely known on campus. Extra sabbatical credit for those who transitioned to remote teaching remains unclear.

Members would like to bring a request to Council so that they can gather information about the ways each division implements the recommendations of the report, including CAP. The group agreed that working with the University Committee on Faculty Welfare and the University Committee on Privilege and Tenure would strengthen the effort. A draft letter will be circulated and then brought to Council.

IX. Campus Updates

Berkeley: Much committee time is spent on academic program reviews, preventing engagement with larger issues. During these reviews, a conflict between the way the campus

talks about excellence while noting problems in diversity and climate are in conflict. The committee notes that excellence is incompatible with a toxic environment for minoritized faculty. The campus is bracing for the new Presidential administration and gaining clarity on rights and limitations regarding ICE activities on campus as well as federal funding concerns. Faculty continues to have questions about fiscal ambiguity in athletics and money flows from central ledger to support athletics.

Davis: In 2024 the Executive Council agreed with administration that all administrative units would be reviewed to increase Senate influence in their working. The Office of Diversity and Inclusion was the first to be reviewed, by the budget committee. The review was not shared with the Diversity Committee. Claims were made that the DEI office had grown exponentially, and had more resources than warranted. Executive Council without consultation with committee claimed DEI was overfunded. Eighty percent of that funding was external grants. There was no transparency on decisions, and some have expressed concerns that the Chancellor is “doing too much” for DEI. The DEI committee will meet with the UCD Office of DEI VC, the Vice Provost of Academic Affairs, and has requested a meeting with Campus General Counsel to discuss potential strategies/changes with new administration.

Irvine: The DEI committee met with disability offices on campus and received useful information. Had a listening session with the office of Inclusive Excellence. An Academic Personnel officer met with the committee to discuss ARO. There has been no follow up on how ARO principles are being implemented. CODEI met with campus chief of police.

Merced: The Senate is continuing to ask that administrators can see names on student evaluations to protect faculty misuse of the process to threaten or bully professors. Professors would not see student names. The committee will request that administration be able to flag these comments at the next DIVCO meeting. The committee wants to reexamine student evaluations to see if they serve their intended purpose. The campus is revising the MAP personnel and policies procedures manual. The local Senate proposes a new merit program to implement Davis’s STEP+ program. Faculty have been contacted by conservative think tanks asking for grant proposals and updates on grants having DEI components. Faculty are concerned about doxxing and how the administration will protect them.

Riverside: Faculty are working to emphasize DEI in the search process for a new Chancellor, in the face of emphasis on fundraising and high-level scholarship. The committee hopes to reinstate meeting with the Vice Provost for DEI. Greater interaction with administrators should increase cross-campus connections.

San Diego: The CDE committee has discussed the implications for students of the proposed satellite campus in Chula Vista. The committee notes that the new expressive activities policies appear to require onerous processes for approval, and has asked the administration for clarification of the language in the policy.

San Francisco: UCSF’s diversity committee focuses on graduate student and faculty wellbeing but is entwined with the Office of Diversity and Outreach. They are integrated and work together well. There are PIs with tremendous power because of their funding. It can be challenging to encourage them to focus on DEI. Approximately 60 percent of faculty are adjuncts and there are clear criteria for advancement, but outcomes suggest they are not

universally applied. In addition, series assignment is often unclear and women are overrepresented in non-tenure track and part time categories.

Santa Barbara: The committee met last term with people from undergraduate and graduate outreach and support. Undergraduate outreach is better-resourced than graduate outreach. Searches are in process to hire a new dean of the Graduate Division, as well as a new Chancellor. The CDE is working together with the Vice Chancellor for DEI to identify the most pressing campus issues. In addition, the committee is gathering information concerning compensation in the form of administrative stipend, course release and potential for reward and merit review for service on Senate committees. Greater information should increase transparency and encourages equitable compensation and should increase the diversity of the composition of Senate committees.

Santa Cruz: The MOP was suspended and faculty have pushed back. The administration decided to opt out of participating in the PFP hiring, despite its funding component. The DEI committee hopes that next year the administration will reverse this and hire faculty from the program.

The committee adjourned at 3:48pm.

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