



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

Minutes of Meeting

16 October 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), 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

Action: UCAADE approved the 16 October UCAADE Agenda

II. Introductions/Chair's Remarks/Discussion

Committee members introduced themselves.

Chair Holmquist noted that more frequent shorter meetings should facilitate the committee's nimbleness responding to issues. The committee has the ongoing data collection project for Achievement Relative to Opportunity (ARO) implementation on campuses.

Committee members suggested that the present time is an opportunity to rethink how diversity is enacted at the UC and can imagine addressing deep structural issues. The committee can support shared governance by thinking of ways to be proactive. One member suggested doing the groundwork to create a systemwide revision of Bylaw 55. Members expressed interest in consultation when Council expresses opinions around diversity and equity issues. All noted concerns about the future of the President's Post-Doctoral Fellowship Program (PPFP). Members agreed that finding ways for campus committees to leverage their relationships with campus administrators will help create change.

III. Senate Leadership Update

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

President: The Council has met with President Milliken in Assembly and Council, as well as during orientation meetings and a specially called meeting. Senate leadership meets with him regularly to create mutual understanding. Council issued statement opposing any agreement that compromises academic freedom and the president responded. The President addressed the UCLA demand letter and clarified that there are not ongoing negotiations. He sent a community letter and has had ongoing meetings with the Regents about the demand letter.

The federal stance towards universities is changing from individual targets to the “compact” approach to many universities, but not the UC. Some universities have refused; it is an ongoing situation.

The President’s second priority is the Berkeley incident reporting releasing personally identifiable information to the Office of Civil Rights. President Milliken acknowledged gaps in communication and stressed future commitment balancing legal obligations and protecting faculty, staff, and students. Academic Council is working on a statement to weigh in on the past situation and future similar requests.

Council: Deputy Provost Amy Lee and Vice Provost Monica Varsanyi provided updates about UAW contract negotiations beginning in July. The negotiating team has Senate members and there is also a faculty advising committee. Robust engagement by Senate faculty in these negotiations. P. Newman sending monthly letters updating on negotiations. The Provost has provided Council with regular negotiation updates.

The Provost described the new Degree plus program, piloted at two campuses, in which students pursue certificates through UC Extension classes as well as a bachelor’s degree; the pilot program is funded by the Lumina and Strata Foundations, with some funding from OP. Extension classes currently do not qualify for financial aid.

UCAD Plus plans an overarching committee and five workgroup areas. The workgroup will use UCAADEs ARO report. There will be a website with a feedback portal and steering committee monthly updates. Report and recommendations will go out for review after February.

Performance of Undergraduate Degree Programs (PUDP) follows the Instructional Modalities and UC Quality Undergraduate Degree (IMOD) report about delivery of online undergraduate programs; follow up is metrics and guidance. The Senate still holds that all degrees should be taught by faculty, be of the same quality, and have the same admission requirements.

- A member noted that it is not clear based on the President’s statements if other campuses have responded to OCR requests. There may have been agreements made during the Biden administration, and there may be other ongoing investigations which he cannot discuss. OCR’s current demand was limited to Berkeley. Council and Assembly want to create plans for future processes when demands come.

IV. Consultation with Graduate, Undergraduate & Equity Affairs

Yvette Gullatt, Vice President for Graduate and Undergraduate Affairs and Vice Provost for Equity, Diversity and Inclusion and Concerns discussed changes to APM 036, made to reflect new federal elimination of equal opportunity for all except for veterans and persons with

disabilities. The Vice Provost noted that the University mission requires reaching the broadest range of people for participation in hiring, so all efforts to ensure broad reach are compliant.

The UC should ensure that the programs that we have comply with federal law. While compliance will not prevent investigation, preemptive changes suggest wrongdoing. The university must explain that our inputs are race and gender neutral. Broadly explaining diversity and asserting how the UC can achieve these outcomes without discriminating is important. We use the words diversity, equity, and inclusion because they have particular and distinct meanings. We do not use the DEI initialization; we stand behind the distinction we convey. This federal administration will rely on moving targets and focus on proxies for race and gender; we should not preemptively change our lawful activities.

Discussion included identity-based student awards and preemptive review of programs to ensure legal compliance.

V. UC Adaption to Disruptions Task Force/Report/Looking Forward

Systemwide Senate Review of UCAD Interim Report PDF

Members discussed the UCAD Interim Report and noted concerns raised at their campuses. Chair Holmquist called out removal of the separate section on diversity and equity, allowing that it was an issue that would recur in later versions. The work group wrestled with questions about how to continue research through short term adaptations. The UC could cover and recover from a short-term crisis, but the specter of a longer crisis makes hard choices more likely. The workgroup noted challenges to supporting undergraduate education as well as graduate education concerns.

Most concerns about the report have been on system vs. division control. UCAD meant to emphasize areas the center could help while allowing campuses decisional autonomy which campuses fear losing. One concern is loss of control over student course sequence through online courses on other campuses. Campuses have expressed concerns about losing faculty FTEs through discipline consolidation across the system, particularly in fields like history. Shrinking graduate programs can easily follow this approach. Members raised an equity issue of hiring teaching faculty but assuming they are solely lecturers.

The committee had concerns about entire areas of scholarship targeted by federal animus. This can affect publishing outlets, make faculty less willing to report their work to CAPs, and cause chairs to encourage downplaying their work in self-statements in ways that may harm their advancement in the future.

- UCAADE decided to focus on equity concerns such as teaching professors not seen as on par with faculty. They also shared concerns about making permanent changes to temporary circumstances, with an irreversible emphasis on teaching over research.
- Members expressed interest in knowing how committee feedback would influence the final report.
- One member expressed concerns that the UC is engaging in preemptive compliance with unwarranted federal demands. Regents' policy 4400 notes that diversity is crucial to the success of the UC.

- Members wanted clarity about the relationship between GUEA and the FAAP. They wondered how the UCOP made the decision to not provide demographic material to search committees and whether Senate input was sought.

VI. Consultation with Faculty Affairs and Academic Programs

Monica Varsanyi, Vice Provost for Faculty Affairs and Academic Programs (FAAP), and Patricia Osorio-O’Dea, Director of Academic Program Coordination, joined UCAADE to discuss pressing issues. The Advancing Faculty Diversity (AFD) program has reportedly been wound down for multiple reasons, and the money shifted to the Early Career Faculty Research Excellence Award (ECFREA). One criterion involves faculty experiencing breaks in funding due to changes in federal priorities. There will be up to 57 awards across the system. The first round of applications are in at campuses, and a national reviewer pool will select recipients. Each campus will get at least two awards, rest distributed by their reviewer ranking.

- Members asked how winding down AFD was decided. This appears to be preemptive removal of a diversity-promoting program. The funds remain but have been redeployed. FAAP hopes to identify ways to make different programs made with AFD funding viable and perpetuate the good energy coming out of AFD. Committee members were asked to suggest future criteria for the awards.
- Committee members noted that Vice President Gullatt spoke strongly in favor of using the words diversity, equity, and inclusion, and this presentation presented a different approach. AFD focused on recruitment and retention efforts, now the funding is for up to 60 individual faculty, not as systemic.
- Members wondered if inclusivity and/or equity will factor in recipient selection.
- Members also expressed concern about non-UC faculty reviewing applications. This was to prevent divisional or discipline bias.

VII. Items Under Review

1. Interim Systemwide Guidelines on Faculty Discipline and Revisions to APM - 015 and 016

Members noted concerns with short deadline for forming campus committees, making default to a systemwide review committee structurally more likely. In addition, the tier structure of violations lacks transparency, has no citation of law or literature, for example, the draft policy includes inciting misconduct on the same level as possession or use of deadly weapons. UCAADE noted that “not accepting responsibility” is one of the aggravating factors and can penalize those who assert their innocence or defend themselves. Systemwide P&T committees have no bylaws while making one stipulation, that unlike local P&T, it will only be empowered to hear administration complaints against faculty, while campuses can hear faculty-initiated complaints.

This policy could limit inclusive pedagogy. Members reported that students are on edge. Faculty are reluctant to talk with students about anything “troublesome.” Faculty have no safe place to communicate with students. Professor Malloy will draft a response.

2. Systemwide Senate Review of Proposed Revisions to Senate Bylaw 140

Committee members would like to offer changes to last year's UCAADE proposal; Chair Holmquist will discuss next steps with the Chair of the Academic Council.

3. Systemwide Review of Proposed Presidential Policy on Responding to Allegations of Research Misconduct

Members would like to advocate for the inclusion of the Native American Graves and Repatriation Act (NAGPRA) under this policy as violations of the Act comprise research misconduct, causing the UC to break the law when faculty members do not comply with the Act.

Action: Professor Malloy will draft a response to APM 015 and 016; Professor Frank will draft a response to Research Misconduct.

VIII. Campus Updates

Berkeley: DEC met but there are no current updates.

Davis: The budget committee has not yet met but members have been asked to comment on reports. They need to discuss a name and possible bylaw change. The Chancellor's Award for Diversity was sent back for revision because the committee created it.

Irvine: CEI members are more interested in proactive action than prior years. The division senate chair asked them to revise the use of Land acknowledgement. This is hoped to provide a theme of control, attention, and hope while the rest of the year is going to be reactive. Some members have concerns about AP10 forms because inclusive excellence has been folded into the other three pillars rather than being a standalone section.

Los Angeles: Codei has not yet met. Shared governance is a focus for the senate, and the budget committee will be affected by a lack of shared governance. There was a special meeting of the senate which resulted in a vote to release the federal demand letter; faculty are ready to ask for change. The committee aims to meet with the Vice Provost and work together for shared governance for diversity, equity, and inclusion.

Merced: Most of the committee's work has focused on commenting on systemwide policies and events. Merced is renaming entities – no more Black or African American in job titles, removing and/or softening diversity language. While the impetus is understandable, the renaming is individual offices reacting out of fear, rather than part of a comprehensive plan where people are choosing battles. The committee must insist that changes are made as part of a plan and not done out of fear.

Riverside: The committee has not yet met, but reviewed AP15-16 via email. Bylaw 55 is an issue the committee has been trying to help move forward. Another focus is the salary equity study. Based on quantitative data, there are no inequities but things like service load and time on steps need to be brought in for the next round. Many groups on campus are working on diversity, equity, and inclusion, but need coordination. There has been no pressure on campus to change names or bylaws. The campus may create its own UCAD committee to respond to local disturbances.

San Diego: Despite name changes, diversity influencers were brought together and told nothing would change in practice. There was a summer workgroup to look at the diversity, equity, and inclusion course requirement, and they looked at the current campus bylaw for the course requirement. The committee tried to change language so courses would be paired with other contexts and themes to strengthen them and make it easier for departments that struggle with getting their courses approved. They review their bylaws every year. The committee is tracking diversity data through a data sheet showing changes in race/ethnicity, trying to get a longitudinal view of the faculty.

San Francisco: The representative was not at the meeting.

Santa Barbara: Have had one meeting so far which was challenging in terms of organization and function. The committee will change the bylaw to remove “affirmative action.” They are looking at documents for systemwide review and other institutions’ refusal of the federal compact. Members are concerned about connections between their meetings and departmental meetings on diversity and equity, and advisors and hope to elevate their work to connect with the systemwide committee as well.

Santa Cruz: CODEI has not met yet and has insufficient members. The committee serves as an advisory committee on policies. They provided guidance to the committee on career advising that proposed a service impact award, to recognize outsized service done by often nonwhite women. Childcare is a key issue; the committee weighed in. They reviewed policy on impacted majors. The campus appears to value keeping diversity, equity, and inclusion on the books. CODEI provided policy guidance on the new childcare center, which they hope to monitor. They plan to assess needs of disabled faculty and needs for accommodations, use faculty liaison to bridge accessibility gaps, and monitor budget issues, such as issues of hiring freeze and budget impacts. With the removal of diversity statements for applicants, the committee is encouraging guidance to chairs and department heads to continue to look at the entire picture of an applicant.

Graduate Students: GPC wrote a letter of support for SB 98 (ICE reporting for K-12 and higher ed institutions) and met with president Milliken and asked about what implementation will look like. Campuses and Chancellors will implement according to UCOP guidelines. Another letter to DHS about J1 and HB1 renewal processes as transferring all the responsibility to DHS will slow down visa approvals. SB 761 on CalFresh student eligibility was vetoed. Basic needs must be considered part of equity and inclusion. Students have concerns about data sharing at Berkeley and concern that all campuses are going to/have provided PII. Students are on high alert around issues of surveillance. Students’ names were turned based on proximity to protests, and those names remain regardless of the decision of the student conduct review.

Undergraduate Student: Undergraduates are also concerned about SB98 and students transferring in to try to get accommodations. They are concerned about whether the UCAD report on disrupted research programs will include any impact on undergraduates. Students have great concerns that basic needs hubs be included in any financial restructuring.

The committee adjourned at 3:59pm.

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