



UNIVERSITY COMMITTEE ON DIVERSITY AND EQUITY

2025-26 ANNUAL REPORT

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Diversity and Equity met five times during the 2025-26 academic year. In accordance with its duties as outlined in Senate Bylaw 140, UCODE consulted on general policies bearing on diversity, and equity for academic personnel, students, and academic programs. Highlights of the committee's discussions and actions are described below.

Name Change

Completing a process begun in the 2024-25 academic year, UCODE proposed changes to the committee's name and charter. After discussion, the result was a change in committee name and charter that removed the phrase "Affirmative Action" from both. These changes were discussed by Academic Council in December and endorsed in January, and approved by Assembly in February.

University Committee on Adaptation to Disruptions (UCAD)

In October, UCAD discussed the interim report of the UCAD workgroup. Members expressed concern about tension between system and division control of efforts to mitigate the effects of disruptions such as the federal cancellation of many research grants. They focused on equity concerns of various stresses across the university. Chair Holmquist served on one of the subcommittees of the successor work group, a joint Senate-Administration University Committee on Adaptation to Disruptions Plus (UCAD Plus).

Consultation with the Office of Faculty Affairs and Academic Programs (FAAPP)

Throughout the year, UCODE met and consulted with Monica Varsanyi, Vice Provost, Faculty Affairs and Academic Programs as well as Deputy to the Vice Provost Patricia Osorio-O'Dea, who updated the committee on various matters:

- The Advancing Faculty Diversity (AFD) Program funds have been moved to The Early Career Research Excellence grant program.
- The President's Postdoctoral Fellowship Program (PPFP) remains in place. There had been confusion over whether hiring waivers could be used for the program. The specific PPFP carve-out was eliminated, but Targets of Excellence (TOE) waivers can be applied to PPFP hires.
- Mortgage Origination Program (MOP) loans will now use outside funding to preserve liquidity.

- There is an Expressive Activities Task Force focusing on academic freedom and concerns about the intrusion of extramural speech in the classroom. Systemwide review of their report will begin in September.
- The University Committee on Adaptation to Disruptions Plus (UCAD Plus) continued the work begun by the Senate UCAD group.
- The Performance of Undergraduate Degree Programs (PUDP) task force investigated quality education in both online and in person instructional formats. A follow-on group focused on online education will determine what metrics can measure quality in both formats, and what infrastructure needs for online education would be needed to meet quality needs.

Consultation with Graduate, Undergraduate, and Equity Affairs (GUEA)

Vice President and Vice Provost Yvette Gulatt met with UCODE a number of times over the year. She discussed changes to APM 036 and forcefully noted that the UC follows all state and federal laws. She noted that search waivers can be used for PPFP hires, and reminded committee members to consult stakeholders before making changes to programs that support students, faculty, or staff.

Consultation on the President's Post Doctoral Fellowship Program

Mark Lawson, Director of the President's Post Doctoral Fellowship Program (PPFP), briefed the committee on ongoing issues around the program. Members expressed concern about differing implementation of TIE waivers across the system. PPFP scholars achieve tenure at rates higher than other faculty hires, and ten years after hiring, they have a higher rate of retention at the UC. If the UC focuses on late-career exceptional hires, it risks not building a new generation of faculty.

Achievement Relative to Opportunity (ARO) Report

Last year, the committee, along with the University Committee on Faculty Welfare (UCFW), the University Committee on Academic Personnel (UCAP), and the University Committee on Privilege and Tenure (UCPT), began investigating how ARO principles were applied on their campuses, whether there was variation among schools and disciplines, and communication practices around ARO both to faculty and to privilege and tenure committees. This year, the information was compiled and a report explaining the project and laying out best practices for implementing ARO across the UC was sent to Council, **which endorsed the report but asked for further discussion before recommending the principles be added to the Academic Personnel Manual (APM).**

Reports and Recommendations

UCODE provided systemwide review of the following items:

- In November, comments on the interim report of the University Committee on Adaptation to Disruptions (UCAD).
- In December, management consultant review for Proposed Technical Revisions to APM 710 and 758.
- In December, proposed Presidential Policy on Responding to Allegations of Research Misconduct.
- In January, a review of a Sample Civil Rights Syllabus Statement.
- In May, Senate Review of the Tribal Lands Workgroup Report.

- In June, a letter regarding Systemwide Policies Applying to University of California Police Department (UCPD).

In addition, the committee sent letters or reports on the following issues:

- In November, a letter to the Academic Council expressing concern about removal of hiring waivers for the PFP.
- In January, a letter to the Academic Council asking for approval of changes to the committee's name and charter.
- In April, a letter to the Academic Council expressing concern about lack of consultation for new guidance regarding hiring waivers for the PFP.
- In June, a report to the Academic Council on the application of Achievement Relative to Opportunities (ARO) principles by division.

UCODE members served on the University Committee on Adaptation to Disruptions Plus, and the committee welcomed and valued input from the following UCOP and campus consultants and guests over the past year: Sarah Ackerman (alternate, San Francisco), Vice Provost Monica Varsanyi, Deputy to the Vice Provost Patricia Osorio-O'Dea, Vice President for Graduate and Undergraduate Affairs and Vice Provost for Equity, Diversity and Inclusion, Yvette Gullatt, Director, President's Post Doctoral Fellowship Program Mark Lawson, Academic Council Chair Ahmet Palazoglu, Academic Council Vice Chair Susannah Scott, Student representatives Alexis Garcia (undergraduate) and Rebecca Ruiz (graduate).

Respectfully submitted,

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