



UNIVERSITY COMMITTEE ON DIVERSITY AND EQUITY (UCODE)

Minutes of Meeting

11 June 2026

In attendance: Kristen Holmquist (Chair), Gareth Funning (Vice Chair), Kristina Uban (Irvine), Raphael Rouquier (Los Angeles), Sean Malloy (Merced), Esra Kurum (Riverside), , Jennifer Graves (alternate, San Diego), Sarah Ackerman (alternate, San Francisco) Ruth Heller (Santa Barbara), Alexis Garcia (Undergraduate Student Representative), Monica Varsanyi (Vice Provost, Faculty Affairs and Academic Programs), Ahmet Palazoglu (Chair, Academic Council), Susannah Scott (Vice Chair, Academic Council), Stefani Leto (Analyst)

I. Consent Calendar, Chair's Announcement's

Action: UCODE approved the 11 June, 2026 agenda and the 16 April, 2026 minutes.

Chair Holmquist noted that UCODE's letter on the Tribal Lands Report was well-received at Council. The committee discussed the Systemwide Review of Proposed Presidential Policy - Systemwide Policies Applying to University of California Police Department (UCPD).

II. Consultation with Faculty Affairs and Academic Programs

Monica Varsanyi, Vice Provost, updated UCODE on various matters:

- PFPF: The DOJ is reportedly looking at hiring waivers, including the PFPF. Mark Lawson was reappointed as PFPF director.
- Early Career Awards: These awards (funded from repurposed money from the Advancing Faculty Diversity program) will repeat next year. There will be some changes, such as variable award amounts. The program may extend to awards for faculty development and support, including mentorship, writing support, and department climate.
- Expressive Activities Workgroup: They are working through a set of FAQs for different scenarios. The report will go out in September for systemwide review.
- Online Education: a task force is engaging with the question of maintaining UC quality in online education, based on principles articulated by the Performance of Undergraduate Degree Programs Task Force. The current task force will develop metrics to measure those principles. In addition, infrastructure needs for online education such as testing centers, student support, and such infrastructure as would be needed to support quality online education.

III. Consultation with GUEA

Yvette Gullatt, Vice President and Vice Provost, was unable to meet with UCODE.

IV. Consultation with Leadership

Council Chair Palazoglu and Vice Chair Scott updated the committee on various matters:

- Digital Accessibility Compliance – the federal deadline has been moved to May 2027, aligning with the original ADA timeline. The UC has not changed its expectations for measurable progress toward compliance prior to the official deadline.
- There is a new Department of Justice (DOJ) lawsuit against UCLA, focusing on antisemitism under Title VI for students, and alleges contract breach. As a result of the alleged contract breach, the government is seeking rescission of grant funds previously dispersed during the period when UCLA was allegedly not in compliance with Title VI.
- An open letter was circulated, signed by UC faculty, asking for the reinstatement of the SAT. BOARS has been charged with creating a roadmap to study the possible reinstatement of a test requirement.
- AFT, representing Unit 18 Lecturers, has started negotiations for a contract ending this month.
- Academic Council discussed the proposal for a systemwide Climate Committee, with concerns expressed about redundancy for existing committees, lack of clarity with the charge, scope of authority, and concerns about staffing and workload.
- State budget news is positive, including deferred compact funding. A housing bond may help ease some pressures on UC. GO bond to establish science and research fund – fate is uncertain still in legislature.
- Chair Palazoglu spoke at the May Regents meeting about the Master Plan for Higher Education. The senate is advocating for a comprehensive review including K-12.
- UCAD Plus is working on the final report that will go out for review in the fall. The Administrative Transformation Workgroup also plans to present their conclusions.
- President Milliken has charged the Senate Administration Presidential Task Force to examine ways in which health sciences clinical faculty can participate in the governance of UC Health and present recommendations to him in 60 days.
- There is a new UC AI steering committee announced by President Milliken.
- A new DOJ investigation into hiring practices will impact any investigation into PPFP waivers so the conversation has been paused.

V. Looking Back, Looking Forward

Committee members discussed changing the number and/or length of meetings in future years.

Comments from other committees on the ARO Report seemed supportive and UCODE will explicitly ask that ARO be included in the APM in its letter to Council.

Chair Holmquist will draft a letter for committee review on the Systemwide Review of Proposed Presidential Policy - Systemwide Policies Applying to University of California Police Department (UCPD).

Priorities for next year:

Roundtable discussions that help members create strategic approaches for their home campuses by learning from others. Also raising at the systemwide committee information from their local committees – so communication in both directions. The system to divisional pipeline needs to be prioritized.

How to get information before decisions are made (without faculty input/shared governance) and suggestions for effective advocacy.

Members discussed ways to communicate outside of meetings.

Members reported on divisional committee work:

Irvine: The committee has been dealing with shifts in policing policy on campus, asking for data on hiring through the PPFP, and working on a land acknowledgement that has led to many different areas of investigation and the task force has reported their work to the senate chair and requested more support of Native students, faculty and staff.

UCLA: the lawsuits continue to impact campus, including the medical school. Campus has a large deficit which makes securing support for equity work more challenging. There have been task forces convened by the administration without direct senate involvement on both graduate and undergraduate education. The committee is concerned that moves to reduce teaching personnel by replacing them to AI will be brought forward as cost-saving measures.

Merced: The campus is currently quiet. The committee is continuing work on the review of policies applying to University of California Police Departments.

Riverside: The committee advanced a salary equity study. The quantitative study found no issues, so they invited the new Chancellor to a meeting and asked that they do a holistic study. The second issue focused on department chairs and possible internal equity issues. The campus is also feeling the impacts of declining K-12 education and unprepared incoming freshmen for math. The committee will encourage the next chair to gather data on PPFP on campus.

San Francisco: The committee has been working to collaborate with other senate committees as collaboration helps move work forward. They are asking for tracking of disparate impacts of federal grant closures across the campus. In order to spark engagement within the committee they have decided to spread the workload.

Santa Barbara: The committee has reviewed the police report, but has been relatively disengaged. They plan to investigate pay equity again next year.

Student Representative: Concerns about math achievement have been openly discussed on campus in San Diego. There is discussion about expanding DEI course requirements for graduation and there were mini-grants to professors to create classes to fulfill that requirement. In the fall, the Triton 1 Equitable Access program – a flat fee textbook program – will start. The campus is establishing a disability resource center as well as a possible disability studies minor.

The committee adjourned at 12:58.

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