

COUNCIL ON EQUITY AND INCLUSION (CEI) 2020-21 ANNUAL REPORT

COUNCIL OPERATIONS

The Council advises the Division on matters related to equity, inclusion, and diversity. Its duties and membership are described in [Irvine Bylaw 90](#). Professor Louis DeSipio, Social Sciences, chaired the Council in 2020-21. The Council met nine times during the academic year; all meetings were held via Zoom teleconference during remote campus operations due to COVID-19.

This year, the Council revised its bylaw to increase membership from “at least eight” to one member from each faculty named in [Bylaw 40\(A\)](#), with two members coming from the Susan and Henry Samueli College of Health Sciences (one from the School of Medicine and one from outside the School of Medicine). This change was made both to bring the bylaw in line with current appointment practices and to ensure campuswide representation on the Council.

COUNCIL ISSUES

The Council’s primary focus this past year was to complete “phase two” of its review of UCI’s Equity Advisor Program begun in 2019-20. Other issues that generated much discussion included the equity advisor role in faculty searches, and faculty housing priorities and policies, including distribution of down payment assistance.

Equity Advisor Program Review – Faculty Survey

In Fall 2019, then Senate Chair Steintrager tasked CEI with evaluating the success of UCI’s Equity Advisor (EA) Program. The Council completed the first phase of its review last academic year by looking at the program from the top down to assess its goals, operation, and structure in order to determine how campus leaders and equity advisors themselves felt the program was meeting its objectives. Based on the results of this initial inquiry, CEI expanded its focus this year to assess faculty knowledge of and experience with the EA Program. To accomplish this, the Council developed and distributed a faculty survey with assistance from consultants from the Division of Institutional Research.

A subcommittee of CEI members designed a 31-question survey that sought to glean from faculty their general knowledge of the EA Program, their experiences and satisfaction with its programming and activities over the past three years, and suggestions for future directions of the program. The survey was delivered electronically via SurveyMonkey to 1,537 eligible faculty, which comprised non-emeriti Academic Senate members, during a two-week window from April 5-19, 2021. Overall, 359 eligible faculty responded to the survey, for a response rate of 23%.

Next, a second subcommittee reviewed the survey results and drafted a report summarizing its findings. Briefly, CEI’s overall assessment of the EA Program was positive; faculty are aware of and engaged with program, they value the contributions of equity advisors, and tap them as resources for questions about their positions and advancement within the University. At the same time, many faculty seemed to be unaware of specific equity advisor duties and recommended better dissemination of their activities to faculty in each school. Respondents also indicated they would like to see equity advisors have expanded roles in areas such as the faculty hiring process

and coordination of peer mentoring programs, and take on new duties such as conducting reviews of salary and workload equity issues among current faculty.

The Council's final report will be submitted to Senate Chair Barrett for dissemination to Vice Chancellor for Equity, Diversity and Inclusion Doug Haynes for his review and response. Members look forward to ongoing discussion with Vice Chancellor Haynes on ways to continue improving and evolving this important program.

Other Issues

Separate from its review of the EA Program, the Council discussed at length the role of equity advisors in faculty searches, and whether that role could be expanded. The Council discussed whether there should be other points of equity advisor involvement after the short list approval and before the final offer so we might better track the composition of the finalist group. While members recognize that hiring decisions are fully within the purview of department faculty, they thought there might be ways to incentivize search committees to keep diversity, equity, and inclusion at the forefront throughout all stages of the recruitment. Vice Provost Haynes suggested that CEI might recommend a pilot program with his office and one school, for example. The Council will need further discussion about what such a pilot program might look like.

The Council also discussed with Vice Provost for Academic Personnel Diane O'Dowd policies and priorities around faculty housing, as well as equity in the allocation of housing and housing assistance through programs such as the faculty recruitment allowance (FRA). Members questioned whether current waitlist priorities and FRA allocation practices made sense in light of the housing shortage in University Hills. The Council requested data on FRA distribution from the Budget Office/Division of Finance and Administration to assess any inequities and emerging trends. As of this report, partial data has been received and the Council is determining next steps.

REVIEW OF SYSTEMWIDE ISSUES

Review of the Online Undergraduate Degree Task Force Report - comments submitted November 10, 2020

Members expressed concerns about each of the proposed policy options and several issues related to offering remote degrees in general, including students' lack of access to technology infrastructure and support services. However, some felt there was reason to consider fully remote programs, as they may have the potential to increase access to a UC education and expanded access may benefit students from diverse backgrounds.

Review of Faculty Salary Scales Task Force Report and Recommendations - comments submitted January 19, 2021

Members generally supported the Task Force's recommendation that UC move to more transparent and equitable faculty salary scales that will eventually reduce the need for off-scale compensation. They felt that maintaining some concept of off-scale salary was important for the recruitment and retention of the very best faculty, however. At the same time, members recognized that recruitments and retentions that rely on off-scale salary could lead to inequalities that exacerbate gender and race differences among faculty salaries.

Review of proposed changes to Universitywide Police Policies and Administrative Procedures (“Gold Book”) - comments submitted April 7, 2021

Members expressed several broad concerns about the proposed revisions, which seemed particularly out-of-date (and out-of-touch) in light of nationwide attention to policing in the last couple of years. They pointed to several issues that are important to the campus community that were not addressed at all, including free speech and assembly rights, racial profiling, unconscious bias, and alternative approaches to mental health-related incidents.

Review of Draft Presidential Campus Safety Plan - comments submitted June 11, 2021

While members were more receptive to this plan than to the “Gold Book” revisions, they noted several areas where more specificity would be helpful. Members felt the plan should explicitly acknowledge the culture of racial profiling and police violence that has made such sweeping changes necessary. They also felt it should include a commitment to avoiding use of force, particularly use of deadly force. Finally, members were concerned about non-sworn security personnel reporting procedures, and noted they would like to see data related to campus policing reported by race and ethnicity as much as possible.

REVIEW OF DIVISIONAL ISSUES

Undergraduate Research Opportunities Program (UROP) - comments submitted February 2, 2021

The Council was asked to comment on priorities for UROP as it undergoes turnover of the Faculty Advisory Board (FAB) and a change in staff leadership. Members would like to see the Vice Provost of Teaching and Learning (VPTL) provide a clear vision for the future of the program; they expressed deep concern that the former FAB was not adequately consulted about the program’s direction. Members were also concerned that some proposals the VPTL was considering, such as reducing the number of awards, would have a negative impact on the diversity of the program.

UCLA Academic Freedom Statement - comments submitted February 11, 2021

The Council was asked to review the UCLA Senate’s recent statement on academic freedom in the context of classroom instruction and consider whether the Irvine Division should release its own statement. Several members felt the UCLA document failed to acknowledge how painful some course material can be for students. Members also thought the UCLA document placed too much emphasis on academic freedom without regard for pedagogy. They felt that if the Irvine Division were to draft its own statement, it should place pedagogy at the center of academic freedom in the classroom.

Security Camera Policy - comments submitted March 8, 2021

The Council was asked to review and comment on a proposed campus security camera policy. Members noted several areas where additional clarification would be helpful. For example, they suggested that the policy should address retention protocols more specifically, as well as what rights the policy affords members of the campus community who are subject to surveillance. They also suggested that planned signage could include a QR code linking the community to more information about the policy.

UCI Academic Freedom Statement - comments submitted May 11, 2021

Following discussion of the UCLA academic freedom statement, Senate Chair Barrett convened an ad hoc committee to draft a UCI statement on academic freedom in pedagogical practice. CEI Chair DeSipio served on the ad hoc committee and the Council was asked to review and comment on the draft statement. Members thought the proposed statement put too much emphasis on interference from outside the classroom, rather than focus on students and pedagogy. They also disagreed with language stating that instructors should keep course content substantively connected to the approved focus of the class. They felt that by incorporating real-world examples into the classroom – even if not specifically tied to the topic of the course – instructors created more inclusive and collaborative experiences for their students.

REVIEW OF DIVERSITY PLANS

This year, the Council began reviewing the diversity plan component of proposals for new graduate programs and new schools.

Film & Media Studies Ph.D. Program Proposal - comments submitted December 11, 2020

Members felt the proposed program's diversity plan was thorough, thoughtful and ambitious. They were impressed by the program's aggressive goals and specific targets, and appreciated efforts to collect data to inform their plans.

School of Population and Public Health Pre-Proposal – comments submitted May 4, 2021

Overall, members were impressed with the proposed school's diversity plan, but noted several areas for improvement or clarification in the school's full proposal. Members were satisfied with the school's response to their feedback.

CEI CHAIR SERVICE

In his capacity as CEI Chair, Louis DeSipio was invited to participate in several Senate, campus and systemwide activities this year.

Chair DeSipio served as representative to the systemwide University Committee on Affirmative Action, Diversity, and Equity (UCAADE). In this role, he attended four meetings over the course of the year and kept Council members apprised of UCAADE business. Sora Han served as an alternate representative to UCAADE.

Chair DeSipio engaged with the Office of Inclusive Excellence (OIE) on several fronts this year. He served as a reviewer for the Chancellor's Inclusive Excellence Awards, a signature OIE program that provides financial awards to new Senate faculty to support continued scholarship and pedagogy that contributes to diversity, equity, and inclusion at UCI. He also served as a reviewer for the Inclusive Excellence Term Chair Program (IE Term Chair). The inaugural theme of the IE Term Chair is Black Thriving, and the campus will award Term Chairs to five tenured Senate faculty. Incumbents will each receive \$30,000 annually during their three-year term to support their research, teaching and service activities to advance the program theme.

Although postponed last year due to the pandemic, this year Chair DeSipio participated in Moving Beyond Bias, a pilot anti-bias training program for administrators, faculty, staff, and student

leaders from the California State University and University of California. He also participated in the Academic Senate/Office of the Provost Retreat on Addressing Racism held this past fall.

Finally, Chair DeSipio served as a member of the Academic Planning Group (APG), a joint Academic Senate-Administration body that advises the provost on academic planning, resource allocation, and other strategic priorities. He also served on an APG work group charged with addressing the impact of the COVID-19 pandemic on faculty productivity, as assessed by merit and promotion, and offering recommendations for a review process that is attentive to the differential impacts of this disruption to research, teaching and service. Lastly, as a member of APG, he served as a reviewer for the Black Thriving Initiative Faculty Cluster Hiring Program, a multi-year competitive program that will allocate 10 positions across the campus for proposals that advance the understanding of the Black experience and the drivers of well-being for the Black community. The provost announced the first awarded cluster late this spring.

COUNCIL PRESENTATIONS

The Council welcomed several guest presenters throughout the year.

- *Doug Haynes, Vice Chancellor for Equity, Diversity and Inclusion, October 5, 2020 & May 3, 2021.* Vice Chancellor Haynes introduced the Black Thriving Initiative (BTI) at the first CEI meeting this year, and gave a year-end update on the BTI's accomplishments this spring.
- *Ted Wright, Associate Dean of Campuswide Honors, November 2, 2020.* Associate Dean Wright gave an overview of Campuswide Honors Collegium efforts to recruit diverse students.
- *Angela Miu, Principal Research Analyst, OVPTL Center for Assessment & Applied Research, December 7, 2020.* Angela Miu presented results of the UC Undergraduate Experience Survey (UCUES) related to remote learning, with a focus on the experiences of URM, first-generation, and low-income students.
- *Stephanie Reyes-Tuccio, Assistant Vice Chancellor of Educational Partnerships, January 11, 2021.* AVC Reyes-Tuccio gave an overview of the Center for Educational Partnerships' programs that support student preparation for and success in higher education.
- *Patty Morales, Associate Vice Chancellor of Enrollment Management and Dale Leaman, Executive Director, Office of Undergraduate Admissions, January 11, 2021 & June 7, 2021.* AVC Morales and Executive Director Leaman gave an update on preliminary results of the Fall 2021 admissions cycle in the winter, and an update on the outcome of freshman admissions this spring.
- *Rodrigo Lazo, Associate Dean for Diversity, Equity and Inclusion, February 1, 2021.* Associate Dean Lazo introduced himself and his role in Graduate Division.
- *Katie Tinto, Chair, Public Safety Advisory Committee (PSAC) and Carroll Seron, PSAC Immediate Past Chair, March 1, 2021.* Chair Tinto and Professor Emerita Seron gave an overview of the review of campus policing and outlined PSAC's primary recommendations.
- *Rodrigo Lazo, Associate Dean for Diversity, Equity and Inclusion and Ruth Quinnan, Executive Director, Graduate Academic & Student Affairs, June 7, 2021.* Associate Dean Lazo and Executive Director Quinnan gave an update on the outcome of the Fall 2021 graduate admissions cycle, as well as a preview of upcoming Graduate Division initiatives.
- *Franklin Dollar, Associate Professor and Vice Chair of Inclusive Excellence, Physics & Astronomy, June 7, 2021.* Professor Dollar gave a presentation on UCI's resources for supporting Native American students.

COUNCIL MEMBERSHIP

Voting Members

Louis DeSipio, Social Sciences – Chair

Andres Bustamante, Education (substitute Fall 2020)

Phang-Lang Chen, Medicine-Basic Science

Franklin Dollar, Physical Sciences (substitute 2020-21)

Mary Gilly, Business

Sora Han, Social Ecology

Ian Harris, ICS

Suellen Hopfer, Health Sciences-Public Health (substitute Fall 2020 & Winter 2021)

Adriana Johnson, Humanities

Annie Ro, Health Sciences-Public Health (Spring 2021)

Timothy Rupert, Engineering

Judith Sandholtz, Education (Winter & Spring 2021)

Nina Scolnik, Arts

Jane Stoeber, Law (Winter & Spring 2021)

Georg Striedter, Biological Sciences

Ex Officio (Non-Voting) Members

Douglas Haynes, Vice Chancellor for Equity, Diversity and Inclusion

Diane O'Dowd, Vice Provost for Academic Personnel

Report prepared by Gina Anzivino, CEI Analyst