

COUNCIL ON EQUITY AND INCLUSION (CEI) 2019-20 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 2019-20. The Council met eight times during the academic year; one meeting was canceled during the transition to remote campus operations due to COVID-19.

One of the Council's first pieces of business this past year was to modify Bylaw 90. Members approved the removal of the Vice Provost for Academic Planning and the addition of the Vice Provost for Academic Personnel as ex officio members. Members determined that this was in line with its charge since many of the issues to be addressed by the Council, such as recruitment and retention of diverse faculty, are more related to Academic Personnel than Academic Planning.

COUNCIL ISSUES

The Council's primary focus this past year was a review of UCI's Equity Advisor program, initiated at the request of Senate Chair Jim Steintrager. Other issues that garnered much attention and discussion were the use of Diversity, Equity, and Inclusion (DEI) Statements in the academic personnel review process, and above-scale compensation policies and practices.

Equity Advisor Program Review

This past fall, Senate Chair Steintrager tasked the Council with reviewing systemwide Senate recommendations for equity advisor programs, and with evaluating the success of UCI's Equity Advisor program. Equity advisors are appointed by deans in their respective schools, with training activities and administrative coordination run out of the Office of Inclusive Excellence (OIE).

The Council approached its review of the Equity Advisor program from multiple angles. To begin, a subcommittee of Sora Han, Nina Scolnik, and Georg Striedter developed a questionnaire for equity advisors, addressing their history and experience in the role, their thoughts on improving the effectiveness of the position, and the relationship of the Equity Advisor program to UC goals around diversity, equity and inclusion. Members used the questionnaire to conduct interviews (either in-person or written) with current and immediate past equity advisors from their schools. Members also welcomed school deans and personnel directors to Council meetings for group discussions about their engagement with equity advisors, including former Dean Gregory Washington (Samueli School of Engineering); Dean Richard Arum (School of Education); Natalie Cook (School of Social Sciences); and Casey Sakasegawa Wong (Bren School of ICS). Finally, members reviewed program materials provided by OIE, including equity advisor training materials and the program's tool for quarterly reporting of equity advisor activities.

Following the Council's interviews and information gathering, a second subcommittee (Louis DeSipio, Sora Han, Adriana Johnson, and Georg Striedter) convened to discuss themes for the final report and recommendations. Chair DeSipio circulated a draft report to the full Council for

comment at the final meeting of the year, and member feedback was incorporated into the version finalized later this summer.

The Council's overall assessment of the Equity Advisor program was strongly positive. It has been successful in creating a freestanding reporting chain to promote diversity in hiring and retention that includes schools and deans, but that can operate independently of them when necessary. Faculty rely on the Equity Advisor program for professional development and mentoring. Deans have come to include the equity advisors into their administrative circle and use the program as a resource, often beyond its formal responsibilities. The equity advisors feel fulfilled in their roles and appropriately compensated for their activities.

The review identified some concerns that are discussed in the report, and the Council made recommendations including that schools provide equity advisors with data on an annual basis to analyze the distribution of faculty salaries with an eye to pay equity issues; suggestions for some restructuring of the equity advisors' monthly meetings with and quarterly reporting to OIE; possible changes to the process of appointing equity advisors; and that the campus develop a periodic assessment of faculty knowledge of and experience with the program, focusing especially on junior and newly hired faculty.

DEI Statements in the Academic Personnel Review Process

An issue that generated significant discussion among the Council this year was the use of Diversity, Equity, and Inclusion (DEI) Statements in the academic personnel review process; this issue continues to be discussed exhaustively at the systemwide level, as well. While debate among members over the pros and cons of using DEI statements could not be resolved, it was important to ensure members understood how they are used in the review process. CAP Chair Sharon Block was invited to discuss with the Council how CAP uses DEI statements.

Chair Block explained that effective DEI statements are valued by CAP and can serve to push a candidate's case in a positive direction, but that candidates are never penalized by a poor statement if they are otherwise doing well in research, teaching and service. She also made clear that, regardless of misconceptions, diversity is not a fourth category of evaluation; it is considered as part of research, teaching and service. She clarified that diversity statements are not required by CAP for personnel reviews (they are required in recruitment), but that they may be required at the school or department level depending on the priorities of the dean or chair.

Above-Scale Compensation Policy

Another topic of much discussion this year was above-scale compensation policy. In response to questions from members, Vice Provost O'Dowd gave an overview of above-scale compensation policies and practices to the Council earlier this spring. Several members raised concerns about the equity of current policies. For example, there were questions about whether a disproportionate percentage of the total funding available for merits is going to this small group of above-scale faculty; another question concerns the typical merit raise based on total salary for faculty at other levels versus 8.5% for those at above-scale. The Vice Provost explained that current policy predates her tenure, and that she is willing to entertain changes to it. She invited the Council to submit a request for her office to re-evaluate the current above-scale compensation model.

The Council discussed extensively what data it might request from the Vice Provost in order to determine whether further review of current above-scale compensation policies was warranted. Although there was general agreement to proceed with collecting some data, there was no

consensus on exactly what data to collect. New procedures related to above-scale merits are expected to be implemented in the 2020-21 academic year. The Council will monitor the new practices for equity going forward, and will revisit this issue with Vice Provost O'Dowd as needed.

REVIEW OF SYSTEMWIDE ISSUES

Proposed Revised Presidential Policy on Native American Cultural Affiliation and Repatriation – CEI comments submitted 9/27/19

The systemwide Senate requested review of the proposed revised policy last fall and again this spring, after feedback from the earlier review was incorporated into the policy proposal. The Council provided comments on the proposal last fall, but declined to opine further this spring.

Standardized Testing Task Force Report – CEI comments submitted 3/3/20

Members were divided between those who agreed with maintaining standardized test scores as one metric in undergraduate admissions, and those who supported eliminating the requirement now to speed the process of identifying a replacement test. The Regents subsequently voted in May to phase out the SAT and ACT requirement for new freshman applicants through 2024.

Proposed New Presidential Policy on Gender Recognition and Lived Name – CEI comments submitted 3/25/20

Members were supportive of the proposed policy overall. They felt it acknowledged and respected the diversity of their fellow faculty, students, staff, and alumni. A minority expressed concern about the cost of implementation and needed updates to IT systems, and the possibility for abuse; however, most members did not feel there was any serious possibility for abuse of the policy.

REVIEW OF CAMPUS ISSUES

Emotional Support Animals in Housing Interim Policy – CEI comments submitted 10/16/19

Members supported the interim policy, with the recommendation that it would be helpful to offer an expedited timeline for responses to current residents (versus new, incoming residents) who request a reasonable accommodation for an emotional support animal.

REVIEW OF DIVISIONAL SENATE ISSUES

Making Council Agendas/Minutes Public – CEI comments submitted 12/13/19

Senate Chair Steintrager asked Councils to consider whether they supported posting meeting agendas and minutes publicly on the Senate website. CEI members were in favor of posting agendas publicly, but felt that minutes were more sensitive and should not be shared publicly.

Implementation of Student Course Feedback Form – CEI comments submitted 1/21/20

Councils were asked to review the new student course feedback form developed by CTLSE to determine if it should be implemented campuswide. Members preferred the new form as an improvement over the old one, while recommending that CTLSE assess and share what reporting of results will look like using the new form and new scale.

MEMBER SERVICE

CEI members served on special Senate task forces and other campus committees this past year.

Annie Ro served as a reviewer for the HSI DDI Graduate Fellowship for Graduate Division.

Georg Striedter represented CEI on the Senate Task Force on Student Supplemental Costs. The task force issued its [recommendations](#) in May.

CEI Chair **Louis DeSipio** represented the Council on the Senate Task Force on English Proficiency for Teaching Assistants. The task force's recommendations were approved as [policy](#) and will be implemented by Graduate Division this fall.

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.

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 Advancing Equity in the Age of COVID-19. This program awarded individual and team faculty projects and resource center projects that examined the effects of the pandemic on the UCI community.

Finally, Vice Chancellor Haynes invited Chair DeSipio to participate 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. Although this training was postponed due to COVID-19, Chair DeSipio participated in several surveys leading up to the training.

GUEST PRESENTATIONS

The Council welcomed several guests at meetings throughout the year.

- Oscar Teran, Director, DREAM Center, 10/14/19. Now former Director Teran gave a presentation on programs and resources for undocumented students.
- Doug Haynes, Vice Chancellor for Equity, Diversity and Inclusion, 11/4/19. Vice Chancellor Haynes gave a presentation on diversity in faculty headcounts and recruitment.
- Jim Steintrager, Irvine Division Senate Chair, 4/13/20. Chair Steintrager gave an update on the campus response to the COVID-19 crisis.
- Michael Dennin, Vice Provost of Teaching & Learning and Dean, Division of Undergraduate Education, 5/11/20. Vice Provost Dennin gave an update on the campus response to the COVID-19 crisis, specifically addressing undergraduate student issues.
- Ruth Quinnan, Senior Director of Admissions & Academic Affairs, Graduate Division, 6/8/20. Director Quinnan gave an update on the campus response to the COVID-19 crisis, specifically addressing graduate student issues.

COUNCIL MEMBERSHIP

Voting Members

Louis DeSipio, Social Sciences – Chair
Phang-Lang Chen, Medicine (Basic Science)
Mary Gilly Graham, Business
Sora Han, Social Ecology
Ian Harris, ICS
Svetlana Jitomirskaya, Physical Sciences
Adriana Johnson, Humanities
Annie Ro, Health Sciences (Public Health)
Trilby Robinson-Dorn, Law (ended 3/29/20)
Timothy Rupert, Engineering
Judith Sandholtz, Education (started 1/1/20)
Nina Scolnik, Arts
Jane Stoever, Law (started 3/30/20)
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 (started 12/6/19)
Hal Stern, Vice Provost for Academic Planning (ended 12/6/19)

Analyst

Gina Anzivino