UCLA Academic Senate

April 18, 2022

Walter Allen, Co-Chair, Moreno Recommendations Implementation Committee (MRIC)
Maria Ines Boechat, Co-Chair, MRIC
Mitchell Chang, Member, MRIC
Lorrie Frasure, Member, MRIC
Mishuana Goeman, Member, MRIC
Laura Gómez, Member, MRIC
Cheryl Harris, Member, MRIC
Tyrone Howard, Member, MRIC
Lillie Hsu, Member, MRIC
Sylvia Hurtado, Member, MRIC
Josephine Isabel-Jones, Member, MRIC
Tracy Johnson, Member, MRIC
Dion-Cherie Raymond, Member, MRIC
M. Belinda Tucker, Member, MRIC
Scott Waugh, Member, MRIC

Re: **Progress Report on UCLA Academic Senate Response to the 2021 MRIC Report**

Dear Colleagues,

Following up on our March 10, 2021, meeting with many of you and Administration, we are writing to provide a written report about our progress since our May 10, 2021, letter to you. Our presentation and this letter are organized according to committees and councils because we intend the entirety of the UCLA Academic Senate to engage in efforts to improve diversity, equity, and inclusion (DEI). This is a major organizational focus for the Academic Senate, as we move into next year.

Senate Leadership

Academic Senate leadership has made DEI a major thematic focus, moving forward. This year, questions of accessibility in relation to teaching and learning have become pressing, and leadership has been extensively involved. We have advocated for an administrative working group on accessibility and instruction, and our planning process regarding the future of instruction highlights equity and accessibility issues.

Leadership has encouraged committee and council action items and outcomes, and for AY 22-23 each Senate committee will be charged to report to the Executive Board on DEI efforts, as they were in AY 20-21. We will build capacity through a revamped committee chair orientation.

In addition to moving the Senate forward on its response to the MRIC Report, Senate leadership and staff have been translating into practice portions of a former staff member's professional development program report on Senate DEI (see below under Executive Board).

In fall and winter 2022, leadership designed and implemented the Academic Senate pandemic research recovery awards, with $1.5 million awarded to Senate members whose research was significantly impacted by caregiving. In 2021, Vice Chancellor Spain Bradley and Former Academic Senate Chair Shane White charged the creation of the Academic Senate and Administration Joint Task Force on Investigatory and Judiciary Processes, whose work will help promote non-discrimination and collegial conduct at UCLA. We aim for that task force to complete its charge in spring 2022, and a preliminary report has been issued.

Executive Board

The Executive Board formed a DEI working group, which has met and identified areas for improvement in Senate recruitment, onboarding, training, and overall climate and culture. Recommendations are due in mid-spring.

Graduate Council/Undergraduate Council

Both Councils discussed MRIC action items in the specific context of Program Review. The chairs of the Graduate (GC) and Undergraduate (UgC) Councils and Committee on Diversity, Equity, and Inclusion (CODEI) have met to discuss how to amend and improve the quality of self-review responses to Section H of the Program Review Guidelines with clearer guidelines for how programs can address DEI issues in their review materials. One suggestion is that the Councils in collaboration with CODEI could review cycles of 8-year review materials for a range of programs to see what and how they report, compare with the recommendations made in the final program review reports, and then perhaps assess whether units actually act on the recommendations.

UgC and GC also discussed revising site visit schedule templates to include meetings dedicated specifically to DEI issues (e.g., with faculty equity advisors).

The challenge remains to ensure follow-up and accountability regarding DEI-related recommendations in program reviews. We plan to continue meetings with the EVCP and chief of staff about this matter.

Committee on Diversity, Equity, and Inclusion

CODEI has begun making advances regarding the committee's role within the Senate, and throughout UCLA. In order to further assist in issues facing UCLA, the committee has amended its Bylaws to add the position of a Vice Chair. CODEI is also working UgC and GC to improve Program Reviews in regard to DEI efforts. The chair has drafted a series of recommendations for the Academic Senate and the campus.

Moving forward, the committee is considering expanding its membership in order to assist with more initiatives. The committee aims to begin working more closely with the EDI Office as well as with Faculty Equity Advisors.

Committee on Committees

The Committee on Committees (ConC) remains committed to diversity in the composition of Academic Senate committees to include a broad range of academic disciplines and demographic categories (e.g. gender, race, ethnicity) to reflect the overall faculty. To that end, the ConC Chair and Analyst continue to explore ways to access helpful data in a legal and appropriate way that respective privacy.

We developed the Service History feature in DMS reports on the individual faculty member's Academic Senate service history, gender, ethnicity, rank (when and if the faculty member has granted viewable access to the information associated with their UC Path ID). The Academic Senate service history includes a chronological listing of the faculty member's committee service, committee attendance and travel grant receipt. ConC uses this feature for information about faculty considered for service.

The Academic Senate currently does not track the demographics of members serving on committees. The main challenge is synchronizing the data mapping between the UCLA Enterprise Data Warehouse, UC Path, and the DMS host at UCSB. UCSB is investigating development of an exportable report.

Judicial Committees

The **Privilege and Tenure** and **Charges** committees launched extensively revised and reformatted webpages (see https://www.senate.ucla.edu/conflict-resolution) in March 2022, with more and clearer instructions for judicial processes, frequently asked questions about personnel cases, information about timing of charges cases, and easier links to other resources.

The **Grievance Advisory Committee** is revising its member manual that relevant policies and procedures are more accessible to members. It also plans to hold regular meetings and provide a summary of campus trends to the Executive Board.

Other Committees and Councils

Council on Research (COR) discussed the MRIC Report and Academic Senate Response in AY 2020-21 and again in February 2022. COR continues its efforts to promote and offer research funding opportunities for Senate faculty from every discipline and rank. Given the limited funding, priority was given to junior researchers. COR will likely meet again with the Research Concierge program administrators to resume the discussion on equitable opportunities and access to this program.

Council on Planning and Budget (CPB) discussed the MRIC Report and Academic Senate Response in AY 2020-21 and again in February 2022. CPB and its **Budget Model Working Group (BMWG)** continue their advocacy for greater transparency, equitable distribution, and communication in the budget process and BBM implementation (currently postponed). BMWG is currently assessing how interdisciplinary education may be impacted by the BBM and their long-term sustainability under fiscal changes. There are many questions without concrete answers such as "what is the process for allocation and distribution of the general fund supplement?" and "what are the incentives for change and what are the

consequences of implementation for each department?" These questions are applicable not only to the BBM but to budget models generally, moving forward.

Council on Academic Personnel (CAP) submitted response to Executive Board on 2/10/22. CAP read and discussed the Senate's response to the MRIC Report. CAP remains committed to its charge of maintaining standards and equity across the campus per APM-210.

Committee on International Education (CIE) discussed the Senate's response to the MRIC report at the March 1 meeting and submitted a memo. CIE plans to discuss ways to promote study abroad and outreach to diverse student populations at an upcoming meeting.

Plans

The Chair of the Academic Senate plans to make the Senate's MRIC response and Senate DEI central themes of work across the Academic Senate in AY22-23, and planning is underway. Areas of focus include recruitment, onboarding, and training; program review; and judicial committees and processes.

Sincerely,

Jessica R. Cattelino
Chair
UCLA Academic Senate

Encl.

Cc: Gene Block, Chancellor
Erika Chau, Assistant Vice Chancellor, Academic Personnel
April de Stefano, Executive Director, UCLA Academic Senate
Yolanda Gorman, Senior Advisor to the Chancellor and Chief of Staff
Kathy Komar, Interim Vice Provost for Academic Personnel
Michael Levine, Interim Executive Vice Chancellor/Provost
Louise Nelson, Vice Chancellor, Legal Affairs
Emily Rose, Assistant Provost and Chief of Staff
Anna Spain Bradley, Vice Chancellor, Equity Diversity and Inclusion
Shane White, Immediate Past Chair, UCLA Academic Senate