

To: Jessica Cattelino, Chair, Academic Senate

From: Chon Noriega, Chair, Council on Academic Personnel

Cc: Andrea M. Kasko, Vice Chair/Chair-Elect, Academic Senate  
Shane White, Immediate Past Chair, Academic Senate  
April de Stefano, Executive Director, Academic Senate  
Lori Ishimaru, Senior Policy Analyst, Academic Senate  
Members of the Council on Academic Personnel

Date: February 7, 2023

**Re: UCLA Academic Senate Diversity, Equity, and Inclusion (DEI) Plan, Part I**

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At its meetings on September 13, 2022, and January 24, 2023, the Council on Academic Personnel (CAP) discussed Part I of the UCLA Academic Senate Diversity, Equity, and Inclusion (DEI) Plan.

In Spring 2022, CAP's [bylaws](#) were amended so its members "hold the rank of full professor, typically at or above Step VI"; and in Fall 2022, ClinCAP's [bylaws](#) were amended so its members "hold the rank of full professor," removing any step expectation. These revisions are intended to allow greater flexibility in the recruitment of members. However, selection of faculty at lower steps should be done judiciously, as CAP requires a significant time commitment. The disproportionate service commitment may impede a faculty's ability to sustain and continue excellence in teaching and research and negatively impact timely progress towards Step VI. The Senate should also be sensitive to the "minority tax" and ensure that minority faculty are not unduly overburdened by service responsibilities.

CAP members and former members of the Committee on Committees (ConC) identified inequitable compensation as a possible reason faculty are discouraged from serving on CAP. As described in CAP's December 2022 budget request to the Executive Board, UCLA CAP receives lower compensation than other UC CAPs and the compensation received is not equally received between members. Ensuring equity among members and increasing UCLA CAP's compensation to that of its sister campuses, will assist in recruitment of both DGSOM and diverse faculty to serve on CAP.

CAP has published [guidance on faculty service](#) that provides recommendations how to report and recognize extensive service. CAP is currently reviewing and updating all its guidance documents.

Thank you for the opportunity to participate in the Senate's DEI efforts. If you have any questions, please do not hesitate to contact me at [cnoriega@ucla.edu](mailto:cnoriega@ucla.edu) or via the Council's analyst, Lori Ishimaru, at [lishimaru@senate.ucla.edu](mailto:lishimaru@senate.ucla.edu).