

3125 Murphy Hall
410 Charles E. Young Drive East
Los Angeles, California 90095

February 21, 2023

To: Jessica Cattelino, Chair, UCLA Academic Senate

From: James Bisley, Chair, Graduate Council

Re: Promoting Diversity, Equity, and Inclusion at the UCLA Academic Senate

At its meeting on February 10, 2023, the Graduate Council reviewed and discussed the memorandum regarding promoting Diversity, Equity, and Inclusion at the UCLA Academic Senate and offered the following for the Executive Board's consideration:

- **Communication:** Members stressed the importance of acknowledging Senate service and communicating the value of service to deans and department chairs. Members also stated that it would be beneficial for the Senate to be aware of faculty departmental commitments when nominating faculty for Senate service. Some faculty may feel compelled to accept service nominations while already overtaxed with departmental service.
- **Protection of junior faculty:** Members noted that junior faculty, which includes assistant and associate faculty, should be protected from being overburdened with service. Mentorship of junior faculty should include conversations regarding service, the type of service, and hours of service commitment that would be appropriate for junior faculty members at specific stages in their careers.
- **Compensation:** Members commented that guidelines and opportunities for providing compensation should be communicated to departments, deans, and faculty to support and encourage diverse participation. Members are concerned about equity as faculty with similar service levels are not equally and fairly compensated across departments, divisions, and schools.

We appreciate the opportunity to provide this status update. If you have any questions, please contact us via Graduate Council's Analyst, Emily Le, at ele@senate.ucla.edu.