

February 23, 2023

TO: Jessica Cattelino, Chair, Academic Senate

FROM: Sandra Graham, Chair, Committee on Privilege and Tenure

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

The Committee on Privilege and Tenure (P&T) continues to make efforts to highlight diversity, equity and inclusion in its cases and policy reviews. At their February 16, 2023 meeting, P&T members revisited the UCLA Academic Senate Diversity, Equity, and Inclusion (DEI) Plan ("Plan") and the steps proposed by the Executive Board in their May 5, 2022 memo. P&T offers the following updates on their committee efforts.

P&T relies on a diverse membership (as defined in the bylaws and the Plan). To further increase diversity and representation while still maintaining a small enough committee for effective deliberations, P&T voted to increase membership from seven to nine. The bylaw change became effective in January, 2023. Committee members individually promote volunteering for Senate service in their respective departments, but it is hard to gauge the effectiveness of those efforts.

To make sure all members have a voice and to share the burden of cases, after some discussion over a few meetings, in January P&T voted in a process of assigning individual agenda items to members to prepare and present at each P&T meeting. Since the committee is diverse and some members have more service burden than others or are at a more research-intensive phase of their careers, the chair and members make a special effort to support those members by adjusting review and hearing committee assignments accordingly. Committee participation is excellent.

Because the oversight of faculty rights is a particular responsibility of P&T, in addition to the improvement of committee web pages, the Committee is seeking additional ways to make the committee processes more visible to faculty. Committee members find that many faculty are unaware of their professional rights, let alone the processes available to address grievances that those rights may have been violated. It seems to take some social capital to "find" the P&T process. Faculty who find their way to P&T typically were referred by another faculty member. The Committee recommends that Charges and P&T Chairs present, along with CAP Chair and Vice Chair, to the annual chairs and deans meetings and would appreciate facilitation of that effort by the Executive Board. P&T welcomes other suggestions to make faculty rights more visible to all faculty.