March 28, 2024

To: Andrea Kasko, Chair
    UCLA Academic Senate

Re: Report of the Joint Faculty Rebuilding and Renewal Task Force

At its meeting on March 12, 2024, the Committee on Diversity, Equity, and Inclusion (CODEI) discussed the Report of the Joint Faculty Rebuilding and Renewal Task Force. The committee appreciates that this report provided data that is important as UCLA continues to grow. Members also agreed that the report highlighted areas of concern that should be addressed.

Committee members found that the information provided was worrisome, especially when looking at the hiring of ladder faculty. The report highlighted the reality that the university is now feeling the effects of its long hiring freeze and the attempts to solve these issues are not working.

The committee shared a concern that there is often conversations about expanding the number of students admitted to the university, but rarely is there discussion about increasing the number of faculty.

Committee members agreed that the University should hire more faculty. Through this effort, the University should place a special emphasis on increasing diversity within the faculty, especially when hiring ladder faculty.

We appreciate the opportunity to review the report and provide comments. If you have any questions, please do not hesitate to contact me (thall@mednet.ucla.edu) or Academic Senate Policy Analyst, Lilia Valdez (lvaldez@senate.ucla.edu).

Sincerely,

Theodore Hall, Chair
Committee on Diversity, Equity and Inclusion

cc: Kathy Bawn, Vice Chair/Chair-Elect, UCLA Academic Senate
    Jessica Cattelino, Immediate Past Chair, UCLA Academic Senate
    April de Stefano, Executive Director, UCLA Academic Senate
    Lilia Valdez, Senior Policy Analyst, UCLA Academic Senate
    Members of the Committee on Diversity, Equity, and Inclusion