

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)

Tuesday, May 2, 2017

10:00 – 11:30 am

KL 397

Documents available on UC Merced Box: [Diversity & Equity AY 16-17](#)

- I. Chair's Report – *Tanya Golash-Boza*
 - A. Division Council meetings April
 - B. UCAADE updates
 - C. Faculty Equity Advisors' schedule **Pg. 1-2**

Per the appended workflow, by the month of April, APO informs the Senate of the estimated number of faculty FTE lines (foundational and cluster) to be searched the following AY, the estimated number of search committees by school and cluster, and, in turn, the total number of FEAs to be appointed, including per school and per cluster searches. D&E confirms the number of appointments to be made, advising APO on the number of continuing versus new FEA appointments anticipated, including the number of FEAs that will likely require training. APO obtains approval from the Provost/EVC on the number of FEA appointments to be made, including the budget for program costs (travel-related expenses, remuneration for workload reassignment), and communicates this to D&E.
- II. Vice Chair's Report – *Wei-Chun Chin*
 - A. Periodic Review Oversight Committee updates
- III. Consent Calendar
Action: approval of draft March 14 meeting minutes **Pg. 3-8**
- IV. Recruitment and Appointment of Faculty Administrative Positions **Pg. 9-31**

D&E submitted a memo to Division Council in November 2016 regarding its review of the compensation of certain faculty administrative positions. D&E requested that administrators develop a fair and transparent process for all the compensated positions, as that may help with issues related to diversity and equity. Division Council responded in January 2017, charging D&E with drafting a recommended process for recruitment and appointment of such positions. At its March 14, 2017 meeting, D&E members agreed to draft procedures for the recruitment and appointment of unit/department chairs, associate deans, undergraduate chairs, and graduate chairs. Research from other UC campuses – academic personnel offices as well as a sampling of individual departments - is appended to this agenda.

V. Consultation with VPF Camfield

VI. Campus Review Items

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A. Open Access 2020 Expression of Interest

Background: The [Open Access 2020](#) (OA 2020) initiative is intended to facilitate the “large-scale implementation of free online access to, and largely unrestricted use and re-use of scholarly research articles,” aspirationally by the year 2020.

Institutions express their support by signing an Expression of Interest (EoI), the goal of which is to build a global consensus for converting the journal literature to open access. The Senate Committee on Library and Scholarly Communication has opined, and its memo is included in the Box folder linked above. This item will be discussed at the first Division Council meeting of Fall 2017.

Action requested: D&E to review and recommend to the Senate Chair whether or not UCM should sign the EoI. Recommendation is due by 5:00 pm on Friday, May 12.

B. Philosophy Major proposal

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A proposal from SSHA to establish a major in philosophy.

Action requested: D&E to review and provide any comments to the Senate Chair by Monday, May 15.

VII. Consultation with Faculty Equity Advisors **10:30 – 11:00**

Tom Harmon, School of Engineering

Arnold Kim, School of Natural Sciences

Zulema Valdez, School of Social Sciences, Humanities, and Arts

Tanya Golash-Boza – Strategic Academic Focusing Initiative

Discussion: overview of the first year of the FEA initiative.

VIII. Consultation with Administration **11:00 – 11:30**

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De Acker, Director of Campus Climate

Luanna Putney, Associate Chancellor & Senior Advisor to the Chancellor, Ethics & Compliance

Callale Concon, Campus Ombuds

Discussion: Police Advisory Board draft, and resources available to faculty on classroom disruption, conflict resources, abusive conduct policy, and [threat management](#).

IX. Other Business