

Committee for Diversity and Equity (D&E)
Minutes of Meeting
October 18, 2016

Pursuant to call, the Committee for Diversity and Equity met at 10:00 am on October 18, 2016 in Room 397 of the Kolligian Library, Chair Tanya Golash-Boza presiding.

I. Chair's Report

Chair Golash-Boza reported on the following:

--Systemwide Committee Chairs and Vice Chairs retreat September 27.

Major discussion items included:

- new policy on non-resident students (the systemwide Senate is committed to serving both resident and non-resident students)
- the additional enrollment of 5,000 California students
- UCB pilot policy on letters of recommendation (UCAADE believes that such letters, as a requirement for applications, favors privileged students)
- the proposal to change the name of the L(P)SOE series to "Professor of Teaching"
- \$2 million in diversity funding awarded to UCD, UCR, and UCSD (all in the sciences).

--Faculty Equity Advisor meeting on October 4. Chair Golash-Boza reported that the FEAs are conducting similar activities in each of their schools. All FEAs are working on an FEA handbook to use for future academic years. Prior to this meeting, it was announced that the SSHA FEA resigned. D&E is in the process of nominating a replacement. Further discussion occurred later in this meeting.

--Division Council meeting updates. Major items of discussion at Council meetings are the 2020 Project and SAFI. The Provost/EVC is attending a portion of this Thursday's Division Council meeting.

--UCAADE meeting on October 13.

Major discussion items:

- UCAADE has produced various reports over the years but they have realized that they do not follow up on these reports, nor is there a discernible level of accountability in carrying out any action items. Members agreed that follow up is needed, especially given the recent allocation of \$2 million for diversity in the context of reviewing applications.
- Postdoc salary and benefits. PIs across the campuses have tended to pay their post docs differently, depending on the state of their grants. However, following negotiations between UCOP and the post doc union, the scales for compensation has been ratified. These scales will be posted online soon.

Action: Analyst to circulate to D&E members the ratified post doc scales after they are published online. D&E members will consider whether to send this information to all faculty as a reminder to PIs.

II. Faculty Compensation for Administrative Positions

At the last meeting, Associate Chancellor Luanna Putney shared with Chair Golash-Boza a list of faculty members with administrative roles and their stipends. The data is not 100% accurate or current (it is from AY 15-16), but Chair Golash-Boza stated that there is enough information included to see disparities in pay with regard to gender. VPF Camfield suggested that school deans should post all open administrative positions in their schools for purposes of transparency.

Action: D&E to draft a memo to school deans, via Division Council, to recommend they post all open administrative positions for transparency.

III. Vice Chair's Report

Vice Chair Chin reported on activities of the Periodic Review Oversight Committee (PROC). Vice Chair Chin is the D&E representative for the ESS

site visit and met with the external review team on diversity issues today. He reported that the site team found no problem with diversity in the context of the ESS review. The next program review is biology. Chair Golash-Boza reminded D&E members that the main question D&E is asking programs to consider with regard to diversity is whether the program faculty are serving the students and whether they are cognizant of the needs of a diverse student population. She also pointed out that programs are asked in the charge to include racial and ethnicity data in the self-studies.

IV. Consent Calendar

Action: the September 6 meeting minutes were approved as presented.

V. Replacement FEA in SSHA

As aforementioned, D&E is currently finding a replacement FEA for SSHA. Chair Golash-Boza acknowledged that most of the recruitment work related to FEAs is already finished, however, the goal now is to position FEAs for next year to ensure they can begin their work in time for AY 17-18 recruitment (late summer 2017). There are several Associate Professors that are going up for promotion to Full Professor this year and a few of these individuals may be potential FEAs.

VI. D&E Involvement in Program Review

Prior to this meeting, the analyst consulted with D&E committees at other UCs to learn the extent of their involvement, if any, in their campuses' academic program review. UCLA and Berkeley are the only campuses that currently allow their D&E committees to engage in academic program review.

D&E members then held a discussion on its own role in UCM academic program reviews beyond the D&E representative meeting with site teams to discuss issues of diversity. D&E members inquired whether the committee can access programs' self-studies only to review the diversity section. It was also mentioned that D&E should also be allowed to make a recommendation that any post-review action plan address any diversity deficiencies.

Action: Analyst will determine whether D&E can access self-studies and where in the process they can be accessed.

VII. Faculty Mentoring Luncheon

Included in today's agenda packet are the biographies of two potential external speakers on diversity. This would be the second annual event hosted by D&E (the first was spring 2016 when D&E hosted Professor Patricia Matthew from Montclair University for a lunchtime talk and meetings with faculty and academic leadership).

D&E member Nobile also suggested Professor Frank Bayliss from San Francisco State University. At the request of a faculty member who contacted Chair Golash-Boza prior to this meeting, D&E members discussed inviting a speaker with an expertise in biases in teaching. It may be beneficial for this speaker to meet with AP chairs and deans.

Action: Chair Golash-Boza will invite Professor Chavella Pitman to campus in spring semester. If the invitation is declined, then Professor Bayliss will be invited next.

VIII. Systemwide Review Item

--proposed revisions to APM 15, 16, and Senate Bylaw 336 related to the Faculty Code of Conduct.

Action: D&E to send a memo to the Senate Chair stating that the committee endorses the proposed revisions, but recommends the draft be revised to make the language consistent regarding the various reasons for sexual violence, sexual harassment, and discrimination.

IX. Consultation with VPF Camfield

Shortly before this meeting, VPF Camfield issued a response to D&E and Division Council's request to expedite D&E's endowed chairs proposal for

immediate enactment. VPF Camfield granted the request, but at this meeting, he discussed the various revisions he had to D&E's proposal:

- In the D&E version, it was possible to do a multidisciplinary search for a new Endowed Chair. This seems less feasible in the proposed version. D&E members suggested these could be formulated similar to SAFI search committees, whereby the Endowed chair has more than one possible bylaw unit home.
- In the D&E version, there was an annual review. There is no annual review in the proposed version so D&E members suggested providing for an annual review at least until this becomes regular practice for all faculty.
- In the D&E version, the faculty voted on reappointment. In the revised version, the decision is made by the dean in consultation with the chair holder and the AP chair. D&E members recommended making sure that faculty members are able to vote on reappointment (and bylaw unit voting procedures should apply) and that the decision is not made solely by the dean.

Action: Analyst to forward the above points to the VPF who will then charge his staff to incorporate these revisions. An updated copy will be sent back to D&E for a final review before the VPF issues the proposal for campuswide review.

The VPF also discussed the ADVANCE grant proposal. There are multiple categories of grants, including planning and implementation. When the Call for Proposals was submitted, UCM realized it was ineligible to apply for implementation as it already applied for a planning grant. Research & Development Services Director Susan Carter is assisting VPF Camfield with alternative grants for which to apply. One idea is to support more women in STEM on their path from PhD to post doc to assistant professorships. UCM could partner with a UC campus to offer a beginning assistant professorship up front before beginning a post doc position. This would help mitigate the current situation whereby many women PhDs forgo a post doc position due to the lack of consideration for family issues. D&E member Nobile stated that UCSF

and Columbia University have a fellow program that effectively serves as a bridge for PhDs to skip a post doc position and go directly to an assistant professor position. VPF Camfield suggested that this should be a multi-institution initiative and that he is already discussing the idea with campus stakeholders.

X. Consultation with Administration

Associate Chancellor Putney circulated affirmative action data pertaining to instructional titles. This prompted a discussion, led by the VPF, as to the consequence our campus would face if we fail in our efforts to diversify our faculty. Associate Chancellor Putney stated that we would be subjected to an audit by the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) who will ask to review our hiring, retention, and termination procedures. The campus could be fined, and may also become ineligible to compete for certain grants.

Associate Chancellor Putney also mentioned a recent document regarding Proposition 209, which amended the California constitution to prohibit public institutions from discriminating on the basis of race, sex, or ethnicity.

Action: Analyst will follow up with Associate Chancellor Putney to obtain an electronic version of the affirmative action data by instructional titles and the document related to Proposition 209 to circulate to D&E members.

Director of Campus Climate Acker encouraged D&E members to attend this Friday's 11:00 am talk by Professor LuoLuo Hong from San Francisco State University which will address: how to create a more inclusive work and learning environment; the importance of women in leadership roles, and the importance of recognizing and addressing violence on a college campus.

There being no further business, the meeting adjourned at 11:30 am.

Attest: Tanya Golash-Boza, Chair