

**Committee for Diversity and Equity (D&E)**  
**Minutes of Meeting**  
**March 14, 2017**

Pursuant to call, the Committee for Diversity and Equity met at 10:00 am on March 14, 2017, in room 238 of the Student Services Building, Chair Tanya Golash-Boza presiding.

I. Chair's Report

Chair Golash-Boza reported on the following:

--updates from the University Committee on Affirmative Action, Diversity, and Equity. The major issue under discussion is the debate over whether campuses should require letters of recommendation for the admission of undergraduate students. The issue is still unresolved. Chair Golash-Boza also related that Regent Perez, who is a supporter of faculty diversity, will attend next week's Academic Council meeting.

--Chair Golash-Boza asked Vice Provost for the Faculty (VPF) Camfield for a timeline on this year's faculty hiring with regard to the faculty equity advisor program. The VPF replied that the untenured positions should be finished by mid-April, while the senior-level faculty hires – which require external letters and more prolonged salary negotiations – may not be finalized until fall semester.

--Chair Golash-Boza turned D&E members' attention to the Provost's modified hiring plan, specifically, the section on accommodating spousal hires and targets of opportunity hires. At CAPRA's request, Senate committees reviewed and submitted feedback to CAPRA on the Provost's modified hiring plan (his original, tentative plan was sent to CAPRA on February 2, whereupon, CAPRA requested Senate committee's input). D&E's comments to CAPRA on February 12 were that the committee strongly recommends that the Provost hold back several positions each year for spousal hires and for targets of opportunity. Although both kinds of positions are needed, these are also separate issues. With regard to spousal hires, there should be a transparent process by which they are interviewed in the potential home unit and a line made available in those cases where there is support for the hire in the home unit. With regard to targets of opportunity

for candidates who make contributions to diversity, in those cases where there are searches that result in the proposal to hire two or more candidates who all make contributions to diversity, there should be additional lines made available for that purpose. The Provost's modified plan was distributed to the campus on February 27.

**ACTION:** D&E to discuss at the May 2 meeting whether to draft a formal request to reserve FTE lines for potential spousal hires.

## II. Vice Chair's Report

Vice Chair Chin reported that the last PROC meeting was cancelled. He stated that he will postpone his remarks on the recent program review site visits until later in the agenda.

## III. Consent Calendar

**Action:** the draft January 31 meeting minutes were approved as presented.

## IV. Waivers and Exemptions for Academic Employee Positions

In the fall semester, D&E sent a memo to Division Council regarding compensated faculty administrative positions. At the January 19 Division Council meeting, the Council requested that D&E articulate what the recruitment and appointment process should be for each position.

D&E further discussed this issue at the January 31 meeting. The VPF indicated at the January 31 meeting that he previously asked campus administrators to conduct a recruitment for each salaried and stipend-holding position. The VPF also related that UCOP has issued guidelines for administrative positions, specifying which positions require a waiver or a recruitment, or neither. D&E members suggested a review of the positions that do not require recruitment and make a recommendation whether such a process should be required. The committee was to take into account

situations in which there is only one viable candidate or cases where there is no response to a call for an open recruitment thereby requiring an individual to be convinced to take the position. The list of positions under discussion (vetted by UCOP and UC General Counsel) are posted on the APO website under the Recruitment tab and “Waivers and Exemptions”.

In advance of today’s meeting, D&E members reviewed the list of positions on the APO website. A D&E member asked whether the campus can make an early career targets of excellence hires and the VPF confirmed it was allowed. UC Irvine allows for mid-career targets of opportunity hires and UC Riverside authorizes the hiring of post docs with a guarantee of a tenure-track faculty position in a few years’ time.

D&E members discussed the importance of transparency from the administration regarding the process by which positions are waived and under what circumstances we can make such hires. Hiring through the President’s Postdoctoral Fellowship Program is straightforward, but not all units on campus are aware of this process. Deans should be encouraged to hold conversations with faculty members and provide guidance on these hiring methods.

D&E members then discussed whether there should be a separate pool for spousal hire FTE lines, or to release those lines on an ad hoc/as needed basis as we currently do, or, reserve a set number of FTE lines each year for spousal hiring. The disadvantage to holding lines in reserve is that each year, the campus has pressing needs, which compels us to use all the lines we have available.

The VPF stated that he encouraged the deans to hold searches for all internal, part time faculty administrative position, however, UCOP decreed that such positions are a standing exemption and do not require posting or formal searches. He asked whether D&E would be willing to support his attempt to revise the campus guidelines on exempted positions so that he can modify

the MAPP accordingly. D&E members suggested that this be brought to UCAADE's attention.

**ACTION:** D&E to research the recruitment and appointment process for the following positions at other UC campuses: undergraduate chairs, graduate chairs, bylaw unit/department chairs, associate deans, and center directors. D&E will discuss the information from other campuses at the May 2 meeting and draft a UCM appointment process proposal for Division Council (per the Council's request on January 19) and the VPF.

V. Consultation with VPF

The VPF discussed the following:

--collection of data for LGBTQ faculty. UCOP provided forms on which to collect data but they are flawed. One employment information form, that is mandatory, includes a box for gender identification, but the answer is binary. Another is a disclosure form regarding protected status but LGBTQ is not listed as one of the protected classes. The VPF stated that he asked permission to include LGBTQ on the protected classes form but was told it was not possible at this time, however, the forms may change in 2018. The problematic binary answer on the gender identification form is still being pursued by the VPF.

--campus faculty mediation program for conflict resolution. At the January 31 meeting, the VPF brought to D&E the idea of establishing such a program. Prior to this meeting, the committee analyst provided information on practices at three other UC campuses. D&E members pointed out that some faculty choose not to go through the conflict resolution process as they fear it makes their situation worse. The VPF can conduct informal resolution as necessary but this is not sustainable with our growing faculty and lecturer numbers. Some campuses have created a dedicated faculty Ombuds office. UCM's Ombuds office does handle some faculty issues in addition to those of staff and students. But if UCM wishes to move to a faculty-led conflict

resolution process, there needs to be robust training for faculty to build capacity in this role.

The Ombuds, Director of Campus Climate, and Associate Chancellor are all scheduled to attend the May 2 meeting to discuss faculty mediation and campus climate issues. D&E members look forward to that discussion.

#### VI. D&E Program Review Liaisons

D&E members participated in recent site visits for the review of political science, sociology, biology, and the philosophy minor. Members reported that site teams were quite interested in the issue of UCM faculty diversity. One D&E member reported that a site team wished to see more quantitative data regarding diversity, including benchmarks, for them to assess.

The VPF pointed out that AP Recruit includes diversity benchmarks for faculty recruiting, so that information should also exist for, and be utilized by, units, schools, and the campus.

#### VII. Campus Review Items

--School of Engineering proposal to establish bylaw units in Bioengineering, Civil & Environmental Engineering, Management, Materials Science & Engineering, and Mechanical Engineering.

**ACTION:** D&E endorsed the proposal and a memo will be sent to the Senate Chair.

--Committee Membership Guide. Drafted by the Senate office, this document is intended to establish, for the Merced Division of the Academic Senate, and the larger campus community, a common reference regarding fundamental aspects of Senate committee membership and function. Topics include committee membership, member participation and rights, and the role of

committee consultants and guests, including in relation to committee meetings and executive (closed) sessions.

**ACTION:** D&E endorsed the guide and a memo will be sent to the Senate Chair.

#### VIII. Other Business

The VPF raised the issue of bias in the way we evaluate teaching. He asked D&E members for input on a possible empaneling of a task force to address this issue. One of the longer term goals is to revise the MAPP with regard to the evaluation of teaching. D&E members agreed that bias in teaching assessment is an issue but recommended that the VPF ask the Associate Vice Provost for Teaching and Learning to take on this task as he should have the appropriate expertise.

There being no further business, the meeting adjourned at 11:10 am.

Attest: Tanya Golash-Boza, Chair