

Committee for Diversity and Equity (D&E)
Minutes of Meeting
May 5, 2016

Pursuant to call, the Committee for Diversity and Equity met at 4:00 pm on May 5, 2016 in Room 360 of the Kolligian Library, Chair Tanya Golash-Boza presiding.

I. Chair's Report

Chair Golash-Boza updated D&E members on the following:

--April 21 UCAADE meeting. Major topics of discussion included the anti-discrimination policy and a discussion with systemwide Provost Aimeé Dorr and systemwide Vice Provost for Academic Personnel and Programs Susan Carlson about faculty diversity.

--May 2 Division Council meeting. The major item of discussion was shared governance and suggestions for improvement.

--UCAADE communication (2014) on the empowerment of Divisional diversity and equity committees. Chair Golash-Boza shared a memo from UCAADE and asked for input from D&E members whether the committee is doing what the communication recommends. One idea is to ensure D&E representation on campus diversity and inclusion committees. Currently, UCM's Advisory Council on Campus Climate, Culture and Inclusion and the Chancellor's Advisory Council on the Status of Women includes D&E representatives, either voting members or ad hoc guests. Chair Golash-Boza also suggested that D&E members should be recruited to serve on

senior administration and senior academic search committees. It was confirmed that Senate representation is routine sought for these tasks, via the Committee on Committees. VPF Camfield inquired about the efficiency of the search firms retained by the campus in ensuring diverse pools of candidates.

ACTION: Associate Chancellor Putney will contact the search firm Isaacson Miller to inquire about their diversity considerations.

Other ideas on integrating D&E with campus activities are: being involved in program reviews (this is already occurring through the Periodic Review Oversight Committee); providing input on faculty professional development; consultation with administration on diversity interests being included in long-range development planning (Associate Chancellor Putney stated that a comprehensive, campus strategic plan will be drafted in the future that will include faculty, staff, and administrators), the creation of a campus committee to address President's Postdoctoral Fellows and subsequent consultation with D&E.

--Report on Faculty Cluster Hiring for Diversity and Institutional Climate. The report was included in the meeting agenda and Chair Golash-Boza asked committee members to review.

II. Consent Calendar

ACTION: March 17 meeting minutes approved as presented.

III. Proposed Modification to Senate Bylaws

D&E members proposed additional members to serve on the committee starting next year. This proposed revision of the bylaws would require Division Council endorsement and a subsequent electronic vote of all Senate faculty. If approved, this change to the bylaws would take effect in AY 16-17.

ACTION: The proposed modification to the D&E section of the Senate bylaws is “Membership: This Committee is composed of at least four members of the Merced Division, with at least one faculty member per School.” This will be carry over business for the AY 16-17 Division Council.

IV. Campus Award for Diversity and Equity

Chair Golash-Boza announced that the Chancellor suggested that awards be given to campus units that are demonstrating excellence in promoting diversity and equity. D&E members discussed the possibility of granting national awards to campus units.

ACTION: Item tabled until AY 16-17.

V. Consultation with VPF Camfield

--The administration will now require that the appointment of a faculty member to an administrative role (unit chair, FAO, etc.) must be preceded by an open and transparent search process. The position will be posted publicly.

--The campus is seeking to reduce the amount of waivers used for hiring post docs. In addition, it will be requested that diversity considerations be included in post doc hiring. A D&E member pointed out that such extra considerations will make the hiring of post docs more difficult for faculty members. Faculty members need to hire post docs that have a specific research expertise and that is often the main (or sole) criterion. D&E members then held a discussion with the VPF about post doc benefits and the difficulties faced by faculty members with regard to their grants.

ACTION: Due to its complexity and sensitivity, this issue will continue to be discussed in AY 16-17 with D&E members and the administration.

--The VPF will propose, after consultation with the deans, a new UCM faculty salary scale that will be a 3% increase over last year's scale. Residual will be used for salary compression, faculty retention, and salary inequities.

There being no further business, the meeting adjourned at 5:00 pm.

Attest: Tanya Golash-Boza, Chair