

**Committee on Faculty Welfare, Diversity, and Academic Freedom (FWDAF)**  
**Minutes of Meeting**  
**November 14, 2013**

Pursuant to call, the Committee on Faculty Welfare, Diversity, and Academic Freedom met at 4:00 pm on November 14, 2013 in Room 324 of the Kolligian Library, Chair Rudy Ortiz presiding.

I. Chair's Report

Chair Ortiz thanked committee member Tanya Golash-Boza for serving as the speaker for the first seminar in the professional development workshop series for junior faculty. Golash-Boza spoke on November 13 to a group of faculty and lecturers about work-life balance and time management. The next seminar, titled "Publish and Flourish", is scheduled for December 12 at noon and will consist of a panel of various faculty members.

II. FWDAF's Survey of Senate Faculty on Perceptions of Diversity

On November 4, a brief, anonymous survey was sent to all Senate faculty (ladder-rank, LSOEs, and LPSOEs) to elicit input on issues surrounding diversity on campus. Of the 177 Senate faculty members surveyed, 85 responded. Prior to this meeting, committee member Golash-Boza analyzed the results and distributed them to committee members.

Chair Ortiz provided the background on the rationale behind the survey. He, COR Chair Mostern, Senate Chair López-Calvo, and Senate Analyst Takhar met with Provost Peterson to discuss how Senate committees can help the Provost enhance diversity at UCM. The Provost expressed his support for diversity and the potential methods to improve it, but asked for data to substantiate Chair Ortiz's suggestions. This meeting resulted in Senate Chair López-Calvo sending a memo to all Senate standing committee chairs asking them to opine on a set of four overarching questions on diversity at UCM. FWDAF chose to issue the diversity survey to all Senate faculty and use the data in its response to the Senate Chair's memo.

FWDAF members held a lengthy discussion on the implications of the survey responses and comments.

Prior to this meeting, committee member Malloy emailed committee members the 2012 report of the Diversity Working Group and suggested that FWDAF's response to Division Council's diversity request include provisions from the report due to the similarity of the issues.

### III. Division Council's Memo on Diversity

For question one of the Division Council memo - how we can enhance ethnic and gender diversity among the faculty and graduate students on our campus - the FWDAF committee members discussed heavier recruitment of President's Postdoctoral Fellows. The Provost previously expressed his support of recruiting from this pool, but emphasized the need for Schools to find an FTE line for their hire(s) by the fourth year. School Deans are concerned over the start up and space needs for President's Postdoctoral Fellows. Chair Ortiz mentioned that he will invite Sheila O'Rourke, the former Director of the President's Postdoctoral Fellowship program, to campus next year. Other ways of enhancing diversity among faculty are through the encouragement of cluster hires and target hires of opportunity. FWDAF members also opined on ways to best educate their colleagues on the importance of diversity.

Committee members agreed that search committees need to be more proactive earlier in the recruitment process to ensure a diverse pool. It is crucial that search committees make the effort to attract qualified candidates to apply. If the short list lacks diversity, the search committees should be willing to return to the pool and reexamine the candidates.

Committee member Malloy stated that education of colleagues on diversity is imperative and that FWDAF should take the lead in drafting a statement to this effect.

**ACTION:** Committee members Malloy and Golash-Boza will draft a document on the importance of diversity and circulate among the committee for input and review. The document will be discussed at the December 12 meeting.

Committee member Cameron pointed out that in addition to enhancing diversity in recruitment, it is important to nurture the faculty that are already on campus. It was discovered that some faculty members are unaware of their rights to stop the tenure clock for family leave or to request Active Service/Modified Duties (ASMD).

**ACTION:** The issue of faculty members' rights to family leave will be added to the December 12 agenda.

For question two of the Division Council memo - what kind of leadership efforts should be made to ensure a commitment to diversity - FWDAF members agreed that funds and resources must be earmarked for diversity purposes. In addition, it must be made clear to leadership that the responsibility for diversity is shared across all interested parties. All interested parties also share in the accountability.

For question three of the Division Council memo - how do we attract and retain diverse faculty and graduate students - FWDAF members again agreed that funds and resources play a large role. But, it is imperative to engage colleagues and educate them on the importance of diversity. The Deans and the Provost play a role in conjunction with the faculty to nurture the faculty we already have. While it is fine to proclaim that we "hire excellence" during recruitment, we must also focus on nurturing excellence among faculty already on campus. In addition, we must ensure that the University as a whole is providing an adequate infrastructure for the care of faculty.

## IV. Moreno Report

Chair Ortiz provided the background of the Moreno Report to the FWDAF members. In response to incidences of racial discrimination experienced by faculty at UCLA, former California Supreme Court Justice Carlos Moreno co-authored this report. UC President Janet Napolitano reacted by requesting Academic Council to establish a joint Senate-Administration Working Group to work with the ten campuses on their policies and procedures regarding discrimination. Division Council requested input from Senate standing committees and named FWDAF and the Committee on Privilege & Tenure as lead reviewers.

FWDAF members agreed for the need for UCM to clarify the procedures in place to deal with an incident of discrimination or bias. Committee members stated the need for a campus discrimination officer. A committee member suggested reviewing the flow chart on page 26 of the Moreno Report (Appendix A: Current Racial Bias or Discrimination Grievance Process) and using it as the basis for discussing how UCM can implement a similar process. Another committee member suggested coupling the implications of the Moreno Report to the faculty professional development workshop series: a future seminar topic can relate to mentoring and how senior faculty can learn to engage junior faculty and inform them of their rights if they ever experience discrimination or bias. Senior faculty could be trained to help guide junior faculty through the appropriate channels to seek redress. While the short term goal is to nurture the individual, the long term goal is to prevent the University as an institution from perpetuating inequality and racism.

There being no further business, the meeting adjourned at 5:30 pm.

Attest: Rudy Ortiz, Chair

Minutes prepared by: Simrin Takhar, Senate Senior Analyst