

**COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**

Thursday, November 16, 2017

12:00 – 1:00 pm

KL 397

Documents available on UC Merced Box: [Diversity & Equity AY 17-18](#)

- 
- I. Chair's Report – *Wei-Chun Chin*** [12:00 – 12:05 PM]  
A. [PROC meeting update](#) (11/6/17)  
B. Academic Governance Cabinet meeting (11/13/17)  
C. [Diversity in Faculty Hiring](#) joint memo with D&E submitted to Senate Chair on 10/27/17  
D. Bias in [NSF Grant](#) Success Rate
- II. Vice Chair's Report – *Clarissa Nobile*** [12:05 – 12:10 PM]  
A. [UCAADE Meeting](#) Update (10/12/17)  
B. [Academic Governance Cabinet Meeting](#) (10/16/17)  
C. [DivCo Meeting](#) (10/23/17)
- III. Debrief of October 27, 2017 Meeting with the Provost – *Zulema Valdez*** [12:10 – 12:15 PM]  
A group of faculty emailed the Provost a [letter](#) regarding the recruitment and retention of black STEM faculty. The Provost responded by holding a meeting with the faculty and with representatives from D&E and FWAf on October 27, 2017. D&E member Valdez attended the meeting on behalf of Chair Chin.
- IV. Consultation with Administration: Campus Diversity Statement – *De Acker & Nigel Hatton*** [12:15 – 12:30 PM]  
Guest: Director of Campus Climate De Acker  
Discussion: At the September 21, 2017 D&E meeting, it was decided that Director Acker and committee member Hatton would collaborate on revising the campus diversity statement, incorporating the revisions made by the Academic Senate in 2015. At today's meeting, Director Acker will update D&E on the status of the revised document. Professor Hatton's suggested prose for the Campus Diversity Statement can be found [here](#).
- V. Joint Memo with CAP on Faculty Contributions to Diversity (APM 210-D)** [12:30 – 12:35 PM]  
Per the discussion at the September 21, 2017 D&E meeting, CAP and D&E have drafted a joint memo to the VPF asking him to revise the MAPP to clarify expectations for faculty contributions to diversity in their case files. D&E and CAP differed slightly in their interpretation of APM 210-D and D&E is asked to review [CAP's revised memo](#). As such, the Committee on Rules and Elections has been asked to weigh-in.
- Requested Action:** D&E to review CAP's revisions to the joint memo and decide next steps.
- VI. UC Davis's Half Step System for Faculty Advancements** [12:35 – 12:40 PM]  
In AY 16-17, D&E and the VPF discussed the possibility of UCM adopting UC Davis's half step system for faculty advancements. The committee ultimately decided not to pursue this possibility. Per discussion at the September 21, 2017 meeting, D&E and the VPF will continue this discussion. Background documents on UC Davis' half step system can be accessed [here](#).
- VII. Consent Calendar** [12:40 – 12:41 PM]  
A. Agenda  
B. [Meeting Minutes](#) (09/21/17)
- VIII. Campus Review Item** [12:41 – 12:45 PM]  
A. [Value to Merced Proposal for Faculty Retention](#)

The Provost drafted proposed guidelines pertaining to the retention of UCM faculty. These guidelines attempt to develop best practices for evaluating individual retention cases in a fair and equitable manner. Lead reviewers include Diversity and Equity; Committee on Academic Personnel; and Faculty Welfare and Academic Freedom.

**Requested Action:** D&E to review Provost Peterson's Retention Guidelines and submit comments to the Senate Chair by close of business on Friday, November 17, 2017.

**IX. Consultation with the VPF**

**[12:45 – 12:55 PM]**

A. Departmental Annual Affirmative Action Reporting

The VPF has announced that department chairs will have to report annually on department affirmative action activities. A preliminary [draft](#) has been provided.

**Requested Action:** D&E to review the VPF's draft and send comments to the VPF by the close of business on Thursday, November 30, 2017.

**X. Other Business**

**[12:55 – 1:00 PM]**