

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)

Thursday, September 21, 2017

12:30 – 2:00 pm

KL 397

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

- I. Chair's Report – *Wei-Chun Chin*
- A. Welcome new members. [Committee Roster and Bylaws](#)
 - B. Vice Chair Clarissa Nobile will represent D&E on the [University Committee on Affirmative Action, Diversity, and Equity](#) (UCAADE).
 - C. Periodic Review Oversight Committee (PROC) [August 28 meeting](#)
 - D. D&E needs to draft a Conflict of Interest policy this year. Examples of policies from other Senate committees can be reviewed [here](#).
 - E. [Recruitment and retention of black STEM faculty](#). A group of faculty are requesting from the Provost/EVC an increase in the proportion of black STEM faculty. The shortage of black faculty has negative consequences for students, faculty, and the university. The letter requests the release of additional FTE lines for the recruitment of black faculty in the STEM fields as well as resources devoted to the retention of black faculty.
- II. Consent Calendar
- Action:** approval of [draft May 2, 2017 meeting minutes](#)
- III. Faculty Equity Advisor (FEA) initiative – *Wei-Chun Chin*
- Discussion:** review of the initiative thus far and any suggestions for improvement:
- 1) should FEAs be invited to a future D&E meeting to provide their input?
 - 2) ensure that the FEA program includes consideration of [LGBTQ issues and statistics](#) as an important aspect of campus diversity. See also [Regents Policy 4400](#): Policy on University of California Diversity Statement.
- IV. UC System First-Generation Student and Faculty Effort – *Zulema Valdez*
- UCOP is launching a campaign throughout the system to promote first-generation faculty members with the goal of inspiring incoming students to achieve their own success. As part of the campaign, UCOP is creating online faculty profiles and social media promotions and contests. At UCM, University Communications has agreed to collect and forward information from those interested in participating. Participation is voluntary.
- Discussion:** Concerns about possible additional service burden on faculty members.

V. Consultation with VPF CamfieldA. [September 14 Faculty Equity Advisor Forum](#)**VI.** Campus Review ItemsA. [Draft Sustainability Strategic Plan](#)

The plan describes UCM's comprehensive approach to ensuring that campus-wide sustainability goals are achieved. Among the goals are UCM's "triple net zero commitment," generate zero landfill waste, and achieve climate neutrality by 2020. COR, UGC, and GC are the lead reviewers.

Action: D&E to review the draft plan and send any comments to the Senate Chair by 5:00 pm on Monday, October 2

B. [Climate Action Plan](#)

A component of the draft, campus sustainability strategic plan. The Climate Action Plan provides a focused presentation of climate-related planning and clarifies policy commitments included in UCM's [Long Range Development Plan](#) and being planned by individual "sustainability stakeholders" working through the Chancellor's Advisory Committee on Sustainability. CAPRA is the lead reviewer.

Action: D&E to review the draft plan and send any comments to the Senate Chair by 5:00 pm on Monday, October 2.

C. [Revisions to UCM Bylaws](#) – Reserve CAP

Proposed revisions to Part II. Title III. 2. of Division Bylaws would establish a six-member reserve CAP (RCAP) as a standing committee of the Committee on Academic Personnel (CAP).

Action: D&E to review the proposed revisions and send any comments to the Senate Chair by 5:00 pm on Monday, October 27.

VII. Systemwide Review ItemsA. [Taskforce Report on the Negotiated Salary Trial Program](#)

In September 2016, former UC Provost Dorr empaneled a task force comprised of UC faculty and administrators to review the Negotiated Salary Trial Program piloted at Irvine, L.A., and San Diego and recommend whether to discontinue the program, continue it on a trial basis, or make it permanent. The taskforce recommended the program be extended for 4 more years and expanded to other campuses.

Lead reviewers are CAPRA, FWAF, GC, and UGC.

Action: D&E to review the taskforce recommendations and send any comments to the Senate Chair by 5:00 pm on Friday, October 27.

B. [Proposed Revisions to Senate Regulation 424.A.3 \(Area D\)](#)

In January 2017, the Board of Admissions and Relations with Schools charged a faculty working group with proposing revisions to the area “d” (laboratory science) requirement, to align UC’s subject area expectations more closely with the new expectations for high school science curricula based on California’s adoption of the Next Generation Science Standards for K-12.

Leader reviewers are UGC, SNS Executive Committee, and SOE Executive Committee.

Action: D&E to review the proposed revisions and send any comments to the Senate Chair by 5:00 pm on Friday, October 27.

VIII. Consultation with Administration 1:30 – 2:00 pm

Guest: Director of Campus Climate De Acker

In AY 14-15, the Academic Senate, at the administration’s request, [reviewed and commented](#) on the draft, campus diversity statement. Director Acker has requested D&E’s assistance to draft an [updated version](#). After a new version has been drafted, the document will be distributed for Senate and campus review.

Action: D&E to collaborate with Director Acker on an updated campus diversity statement.

IX. Other Business

X. Informational

A. [AY 16-17 D&E annual report](#)

B. [Joint statement from FWAF, D&E, and UGC](#) on the need to include non-Senate lecturers in campus academic planning was transmitted from Division Council to Provost/EVC Peterson on May 31, 2017. This issue may be incorporated into the work of the newly-formed campus work group on academic planning.

C. [Guide to Senate Committee Membership & the Purpose and Practice of Executive Session](#)