

Committee for Diversity and Equity (D&E)
Minutes of Meeting
May 2, 2017

Pursuant to call, the Committee for Diversity and Equity met at 10:00 am on May 2, 2017, in room 397 of the Kolligian Library, Chair Tanya Golash-Boza presiding.

I. Chair's Report

Chair Golash-Boza reported on the following:

- Division Council meetings April 6 and 20. The Council devoted a significant amount of time discussing a variety of campus review items.
- University Committee on Affirmative Action, Diversity, and Equity (UCAADE) updates. Major topics of discussion are:
 - Hate speech vs. free speech. UCAADE held an information-gathering session with legal representatives on unresolved issues on the campuses. The University Committee on Faculty Welfare (UCFW) is also addressing issues of free speech.
 - Faculty diversity. UCAADE is attempting to draft a set of recommendations. Other systemwide Senate committees are opining on the same topic. President Napolitano will attend the May 11 UCAADE meeting to discuss this issue. UCAADE's goal is to draft one or two recommendations and inquire with the President as to whether she can implement them.
- Faculty Equity Advisor (FEA) schedule. Based on the timeline that D&E drafted in conjunction with the Academic Personnel office, the committee should now be consulting with current FEAs to inquire whether they intend to continue with the second of their two-year terms. If they do not, then D&E must begin the process of replacing them. There has not yet been an announcement from the Provost/EVC on the number of faculty FTE lines allocated for next year; however, D&E members agreed that additional FEAs would likely not be needed, as there will be less faculty hiring next year as the result of the conclusion of the Strategic Academic Focusing Initiative (SAFI)/cluster hiring.

II. Vice Chair's Report

Vice Chair Chin provided the following updates on meetings of the Periodic Review Oversight Committee (PROC):

- The American Studies minor continues to be a topic of discussion, as it has had nearly zero enrollment for three years. Future planning on this minor will occur between the program lead, the UGC lead, and the school dean.
- PROC's membership may be restructured next year.
- Diversity considerations will continue to be included in program reviews.

III. Consent Calendar

ACTION: the March 14 meeting minutes were approved as presented.

IV. Recruitment and Appointment of Faculty Administrative Positions

Prior to this meeting, research was conducted on the current policies/practices/guidelines of other UC campuses with regard to the appointment of department chairs, associate deans, undergraduate chairs, and graduate group chairs. The findings are attached to the meeting agenda.

D&E members agreed to use the information from other campuses to draft a recommended procedure to be included in the MAPP. (The APM is vague on the issue of administrative appointments.) Due to UCOP's waiver of certain recruitments, campuses are no longer required to hold a recruitment for faculty administrative positions that are less than 100%. However, the campus can still draft a policy that requires school deans to issue a communication to all faculty and request nominations for given faculty administrative positions, thus lending the process some transparency and equity.

D&E members suggested that each school draft their own policy or procedures on the recruitment and appointment of department chairs and

associate deans, as we do not want to be too prescriptive. The VPF agreed with the need to be democratic, but also pointed out the need for uniformity in policy across the three schools.

ACTION: this discussion will be carried over to next year's committee business.

V. Consultation with Vice Provost for the Faculty (VPF) Camfield

The VPF announced that he wants to empanel a task force on the evaluation of teaching. He requests a representative from D&E, CAP, UGC, and GC. Division Council is already aware of this request.

ACTION: the Senate will work on identifying representatives to the VPF's task force.

VI. Consultation with FEAs

D&E invited the three FEAs to the meeting to provide an overview of their experiences during this year's faculty recruitment cycle. Attending the meeting are Professor Arnold Kim (FEA for the School of Natural Sciences), Professor Tom Harmon (FEA for the School of Engineering), and Professor Zulema Valdez (FEA for the School of Social Sciences, Humanities, and Arts). Chair Golash-Boza, as the FEA for the SAFI hires, also provided her input.

Professor Kim agreed to serve the second year of his two-year term. Professor Harmon will not continue, so D&E will issue a call to the SOE faculty to solicit nominations. Professor Valdez's status as FEA next year is tentative and she will check in with Chair Golash-Boza at a later time.

Chair Golash-Boza reported a 40% increase in women in the School of Engineering's proposed hires. These are preliminary numbers, as the SAFI searches are still open, but the numbers are encouraging. However, the SAFI candidate pools do not include many underrepresented minorities. Professor Harmon stated that the numbers in Engineering are discipline-specific; some reflected better numbers than others. Professor Kim shared that many

searches were already underway when he began his FEA appointment, however, he made an effort to encourage units in the School of Natural Sciences to aim for more diversity in ethnicity and gender. He also reported that faculty in Natural Sciences welcomed his input and appreciated having an FEA who could help them be accountable. Professor Kim added that he looks forward to next year when he can be involved in the full faculty recruitment cycle. Professor Valdez pointed out that the FEA role needs to be accompanied by resources, as well as legal and enforceable language on diversity. The VPF stated that the campus uses federally-mandated affirmative action targets that must be met. Professor Valdez replied that many faculty are unaware of this requirement and that perhaps the FEA is not the appropriate individual to enforce it. Legal advice would be helpful, as well as a legally-protected mandate.

D&E members held a discussion on the expectations of the FEA role, specifically, the role of the FEA to work with the unit chairs and deans to constitute search committees. Professor Kim stated that the administrative role in search committees is not generally fully understood by faculty and that clarity is needed.

ACTION: D&E to issue a call for nominations to the School of Engineering faculty for the replacement of Professor Harmon for AY 17-18.

VII. Consultation with Administration

Present at the meeting was De Acker, Director of Campus Climate; Callale Concon, Ombuds; and Luanna Putney, Associate Chancellor.

Associate Chancellor Putney provided an update on the Police Advisory Board. Originally suggested by the Senate Committee on Faculty Welfare and Academic Freedom (FWAF) in conjunction with the administration and former Police Chief Al Vasquez after the campus incident of November 4, 2015, a draft board membership has now been reviewed by several campus stakeholders representing faculty, staff, and students. The Chancellor is now reviewing the draft. UCFW is also discussing the possibility of empaneling a

police advisory board on each campus. Once the Chancellor approves the draft, Associate Chancellor Putney will work with the future AVC of Public Safety on next steps, as he/she will be the Chancellor's designee on these matters. Until that individual is hired, Putney will continue to serve as the Chancellor's designee for public safety issues.

Director Acker discussed the following:

- Flyer with the contact information for the UCM Behavioral Intervention Team (BIT).
- Document on classroom etiquette and disruption. This has been a major topic this year within the context of faculty rights. D&E members discussed the best methods by which this information should be provided to faculty and the deans.
- UCM policy on Prohibition of Abusive Conduct and Acts of Violence by University Employees and Non-Affiliates.
- Diversity and inclusion grants. Four were awarded last year, and the campus hosted a speaker series.
- Next year, Director Acker wants to re-distribute the campus diversity statement for revision.
- Director Acker is working with Chair Golash-Boza on holding a retreat for FEAs, but funding is needed.

Ombuds Concon reported the following information:

- She has hired an Assistant Ombuds who will be responsible for staff issues.
- This year, the Ombuds opened 179 cases, 13% of which were faculty. Seven mediations were conducted this year, approximately half of which involved faculty. Three more cases or mediations are expected to be opened and one of these is faculty-related.
- There was a 50% increase in faculty members consulting with the Ombuds in spring semester over fall semester. Broadly speaking, the issues of concern to faculty are educational opportunities with regard to raising awareness on implicit bias, hiring and promotion implicit

bias, an increase in historically oppressed people becoming the oppressors, and inter-cultural communication issues.

- The Ombuds has found that some faculty are unaware of how to report sexual harassment and violence. Some faculty are also unaware of the aforementioned abusive conduct policy, and some are afraid to express their right of free speech for fear of a title IX violation. VPF Camfield suggested placing all relevant documents and resources on Canvas for faculty members to access.
- The campus needs to address protected speech, free speech, and academic freedom issues. Other campuses are currently discussing these issues.
- The Ombuds has also heard complaints of preferential treatment of male graduate students over female graduate students in certain programs.

There being no further business, the meeting adjourned at 11:30 am.

Attest: Tanya Golash-Boza, Chair