

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**Thursday, February 11, 2016****4:00 – 5:00 pm****KL 360****Documents available on UC Merced Box: [Diversity & Equity AY 15-16](#)**

- I. **Chair’s Report** – *Tanya Golash-Boza*
 - A. Welcome new campus Ombuds, Callale Concon
 - B. January 12 Implicit Bias Training at UC Davis. Chair Golash-Boza is drafting similar training materials to be used by faculty members/future Faculty Equity Advisors at UCM.
 - C. January 25 UCAADE meeting
 - D. February 1 Division Council meeting

- II. **Vice Chair’s Report** - *Wei-Chun Chin*
 - A. January 27 PROC meeting

- III. **Consent Calendar** **Pg. 1-4**
 - A. Approval of December 14 meeting minutes

- IV. **Diversity Speaker March 7--8** **Pg. 5**

[Professor Patricia Matthew](#) from Montclair State University will visit UCM on March 7–8 to deliver a lunch time presentation and meet with faculty members and campus leadership. The agenda is appended to this packet and available on Box.

Description of Professor Matthew’s talk:

Written/Unwritten: Diversity and the Hidden Truths of Tenure.

There are two sets of rules that faculty are subjected to when applying for reappointment, tenure, and promotion: those made explicit in handbooks, faculty orientations, and determined by union contracts and those that operate under the surface. It is this second set of rules that disproportionately affects faculty of color who are often hired to “diversify” academic departments and then expected to meet ever-shifting requirements set by tenured colleagues and administrators. This talk will explore diversity and the hidden truths of tenure.

V. Process for Nominations of Endowed Chair Candidates – Tanya Golash-Boza

At the December 2 Meeting of the Division, Provost/EVC Peterson requested input from D&E and FWAF on establishing processes for the nominations of endowed chair candidates at the school-level (the process for the *approval* of an endowed chair candidate is listed in the MAPP, but not the school nomination process).

The policies from other UC campuses on endowed chairs are posted on [Box](#).

Discussion: begin drafting a nomination processes at UCM.

VI. Diversity in Faculty Hiring – Tanya Golash-Boza

To encourage a diverse pool of faculty applicants, D&E proposes a multi-faceted approach such as:

1. Deans and APO: Invokes some authority with regard to searches (i.e. candidate pools have to be representative of diversity in the field)
2. Faculty Equity Advisors: (This is a time-intensive position and these FEAs need to be compensated for this additional labor. FEAs should also be required to attend a training either at UCM or another UC campus.)
 - Explain best practices to Search Committees
 - Ensure that candidate pools match broader PhD pool. When benchmarks are not met, search is extended.
 - Ensure that long and short lists reflect broader PhD pool.
 - Ensure that on-campus interviewees reflect broader PhD pool

Implicit and Institutional Bias Training (modeled after [STEAD](#) Training at UC Davis)

- This training will be offered to search committees by a faculty member.
- This training will have the purpose of creating faculty buy-in for Steps 1 and 2.

VII. Faculty Diversity Data – Wei-Chun Chin

Data is posted on [Box](#).

VIII. Other Business