

# COMMITTEE FOR DIVERSITY AND EQUITY ANNUAL REPORT

AY 2018-2019

## To the Merced Division of the Academic Senate:

The Committee for Diversity and Equity (D&E) acts for the Division in all matters of equality and diversity in general, and in particular in reference to underrepresented faculty populations. This includes initiating studies and reports on campus diversity and equity, and evaluating institutional policies and procedures as they relate to equity and diversity. D&E maintains liaison with the [University Committee on Affirmative Action, Diversity and Equity](#) (UCAADE). Professor Asmeret Asefaw Berhe, Vice Chair of D&E served as the Merced Representative on UCAADE and provided regular updates at committee meetings.

D&E held a total of 6 in person meetings and conducted some business via email with respect to its duties as outlined in UC Merced's Senate Bylaw [II.III.6](#). The committee's major actions and discussions are highlighted in this report.

## Faculty Equity Advisors

Per the "[Roles and Appointment Mechanisms of Faculty Equity Advisors](#)", Faculty Equity Advisors (FEAs) are appointed to work with search committees to ensure they follow recognized best practices to help develop a diverse applicant pool. The FEAs serve as advisors to the search, helping with the search plan and evaluation criteria; they also provide advice on resources that might be shared with candidates at the time of interviews. FEAs are appointed for a two-year term by D&E, the school deans and Vice Provost for the Faculty (VPF), and undergo training to help them support their colleagues in this important task.

The AY 18-19 FEAs were:

- SNS: Professor Chris Amemiya, SNS
- SSHA and SoE: Professor Tanya Golash-Boza

In October 2018, D&E issued a memo to the FEAs with the reminder that per Regents Policy 4400, diversity does include that of sexuality and gender expression, and reminded FEAs to take into account all types of diversity when proffering advice to deans and faculty search committees.

D&E met with the FEAs on December 6 to hear their reports on faculty recruitment in the context of their roles. Based on their feedback and the crucial importance of their roles, D&E hopes that the UCM leadership will explore ways to empower FEAs to make decisions related to faculty hires. D&E met with Provost Camfield on March 19 and looks forward to the Provost's help in making sure FEAs feel empowered.

On May 16, 2019, D&E issued a Call for Nominations for an Engineering FEA.

As of July, 2019 no nominations have been submitted.

### **Senate Award – Contributions to Diversity**

D&E approved the formation of a new Senate Award for Contributions to Diversity. The committee will revise the Call in Fall 2019 to specify that members of D&E are not eligible for this award.

D&E hopes that the Senate leadership will advertise all Senate Awards in AY 19-20 to help increase the pool of nominees.

### **Voting Procedures**

D&E opined on CRE's revised, recommended voting procedures and continues to express concern over the "at or above rank of application" rule. The committee welcomes the opportunity to assist in a revised set of procedures.

### **Faculty Hiring**

D&E was made aware of CAPRA's recommendation to the Provost/EVC on a percentage of lines to hold in reserve for faculty hiring outside the normal process: spousal/partner hires and targets of opportunity and excellence hires. D&E and FWAFF sent a joint memo to CAPRA on this matter, encouraging the Provost to utilize this reserve to increase faculty diversity in faculty hiring. CAPRA recommended that the EVC/Provost reserve 20% of the next 100 faculty FTE lines for target of opportunity hires and spousal hires. CAPRA also recommended that the EVC/Provost develop a transparent procedure for the allocation of these faculty FTE lines.

D&E will revisit this topic following feedback from the Provost.

### **Campus and Systemwide Review Items**

D&E opined on various campus and systemwide review items, including:

- University Extension proposal to establish a new Non-Degree Certificate in Child Development and Care (CDC)
- CRE's Revised Voting Guidelines
- Principles to Guide the Conduct of Executive Sessions
- Draft UCM Policy for the Establishment of New Schools and Colleges
- Presidential Policy BFB-RMP 7, Protection of Administrative Records Containing Identifiable Information
- Revised SVSH Frameworks for Senate and Non-Senate Faculty, and for Staff and Non-Faculty Academic Personnel
- Proposed New APM 011, regarding academic freedom for non-faculty academic appointees (new APM extends academic freedom and responsibilities of faculty members to non-faculty academic appointees)
- Chair Duties Proposed by the Transition Oversight Committee
- UC Center Sacramento Assessment Report

- Academic Planning Working Group Documents
- Interim Policy for Responding to Immigration Enforcement Involving Patients on UC Health Facilities
- Proposal to Use the Title of Teaching Professor working title, specifically:
  - Assistant Teaching Professor for those holding a LPSOE payroll title
  - Associate Teaching Professor for those holding a LSOE payroll title
  - Full Teaching Professor for those holding a Sr. LSOE payroll title
- Revised Presidential Polity on Sexual Violence and Sexual Harassment
- Revised Senate Bylaw 336 (with regard to the handling of disciplinary cases and when hearings should be scheduled)
- UC Transfer Guarantee Proposal
- Revised Senate Regulation 636.E (regarding the Entry Level Writing Requirement)

### **Consultations**

D&E consulted with AVPF Zulema Valdez, VPF Matlock and Provost/EVC Camfield on issues related to increasing diversity among the faculty, to enhance faculty recruitment activities, including strategies surrounding Presidential Postdoctoral Fellows, and the establishment of an Endowed Chair focused on diversity, scholarship, research and education.

D&E looks forward to future collaborations with the senate and administrative leaderships.

Respectfully submitted,

Clarissa Nobile, Chair (SNS)

Asmeret Asefaw Berhe, Vice Chair and UCAADE representative (SNS)

Ahmed Arif, PROC Representative (ENGR)

David Jennings (SSHA)

Kurt Schnier, Senate Chair (SSHA), ex-officio

Anne Kelley, Senate Vice Chair (SNS), ex-officio

Teenie Matlock, Vice Provost for the Faculty, ex-officio

Fatima Paul, Senate Associate Director