

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**Monday, September 21, 2015****2:30 – 4:00 pm****KL 324****Documents available on UC Merced Box: [Diversity & Equity AY 15-16](#)**

- I. Welcome and Introductions – Tanya Golash-Boza, Chair** Pg. 1-4
- A. Background on committee split.
- In In AY 12-13, the committee was known as the Committee on Faculty Welfare. In AY 13-14, the committee assumed additional functions and responsibilities; consequently, its name was changed to the Committee on Faculty Welfare, Diversity, and Academic Freedom. At the end of the last academic year, Division Council approved the split of the committee into two, new standing committees: the Committee on Faculty Welfare and Academic Freedom and the Committee for Diversity and Equity. This proposed split was voted on and approved by the faculty via electronic vote following the spring 2015 Meeting of the Division.
- Included in today’s agenda packet are the D&E bylaws as well as the bylaws for the University Committee on Affirmative Action, Diversity and Equity (UCAAD). Chair Golash-Boza will represent D&E at UCAAD meetings and will debrief D&E accordingly.
- II. Systemwide Review Items** Pg. 5-7
- A. Proposed modification to Senate Bylaw 140: changing the systemwide committee name from the Committee on Affirmative Action and Diversity to the Committee on Affirmative Action, Diversity, and Equity.
Action: D&E to opine and send any comments to the Senate chair by October 30.
- B. Proposed, minor modification to Senate Regulations 417 and 621 pertaining to “community” college coursework and proposed modification to Senate Regulation 621 pertaining to the expansion of the statement of standardized examination credit.
Action: D&E to opine (or decline to comment) and send any comments to the Senate chair by October 30.

III. AY 14-15 Memo to Division Council on Endowed Chairs – Tanya Golash-Boza
Pg. 8-10

Background: last year, the former Committee on Faculty Welfare, Diversity, and Academic Freedom submitted a memo to Division Council, pointing out the lack of gender and ethnic diversity in UCM's endowed chairships. The memo was discussed at the September 14 Division Council meeting where it was suggested that D&E draft a proposal to submit to Division Council and ultimately the Provost/EVC.

Action: D&E members to draft a proposal to increase diversity in the composition of endowed chairs.

IV. Diversity Statements for Applicants in Faculty Searches – Tanya Golash-Boza
UCM does not have a uniform policy requiring diversity statements from faculty applicants.

Discussion: should D&E request a uniform policy?

V. Diversity Requirement in Program Review – Tanya Golash-Boza

Last year, the Periodic Review Oversight Committee (PROC) discussed plans to introduce a diversity requirement in program review. PROC will consider this when it revises program review policy this academic year and has been notified that D&E requests to provide input.

Discussion: D&E input regarding the inclusion of diversity in program review policy.

VI. Faculty Equity Advisor – Gregg Camfield, VPF
Pg. 11

UCB, UCI, UCLA, and UCSD currently have faculty equity advisors. See documentation appended to the agenda packet. The Advisors have four roles with regard to faculty hires: 1) Advise search committees on recruitment strategies, 2) Review candidate pool for searches, 3) Address climate issues, and 4) Approve search short list before campus visits are allowed.

Discussion: UCM updates from VPF Camfield.

VII. Diversity Initiatives for Graduate Students – Tanya Golash-Boza

Vice Provost & Dean of Graduate Education (VPDGE) Marjorie Zatz has proposed a partnership between D&E and the Graduate Division to establish an innovation awards program for graduate students in which students submit proposals for guest speakers, reading groups, etc. VPDGE Zatz suggests creating

2-3 awards in spring and fall, with D&E possibly serving as a proposal review committee.

Discussion: D&E to discuss its potential role in the VPDGE's proposal.

VIII. VPF Updates – Gregg Camfield

A. AY 15-16 faculty professional development workshop topics – Kahil Morales, AP office.

IX. Chair's Report – Tanya Golash-Boza

A. Committee Goals for AY 15-16.

Action: Committee members to identify goals.

B. The [Periodic Review Oversight Committee](#) (PROC), the committee that oversees and coordinates both academic and administrative program review, is partially comprised of faculty members representing Senate standing committees. PROC meets on the second Thursday of each month from 2:00 – 3:30 pm. A representative from D&E is requested to serve and then debrief D&E members after each meeting.

Action: Select a committee representative to serve on PROC.

X. Informational

Pg. 12-21

AY 14-15 annual report of the Committee on Faculty Welfare, Diversity, and Academic Freedom.

XI. Other Business

D&E ROSTER AY 2015-2016		
Name	Email	School
Tanya Golash-Boza, Chair*	tgolash-boza@ucmerced.edu	SSHA
Wei-Chun Chin, Vice Chair	wchin2@ucmerced.edu	SOE
Clarissa Nobile	cnobile@ucmerced.edu	SNS
Gregg Camfield, VPF **	gcamfield@ucmerced.edu	
SENATE STAFF		
Simrin Takhar, D&E Analyst	stakhar@ucmerced.edu	Senate Office

*UCAAD representative

**Ex-officio, non-voting member

D&E MEETING SCHEDULE AY 2015-2016		
Mondays from 2:30 – 4:00 pm		
Call-in information: 1-866-740-1260, access code 7244512		
Month	Day	Room
Fall 2015		
September	21	KL 324
October	19	KL 324
December	14	KL 324

The following Bylaws describe the duties and responsibilities of the UCM [Committee for Diversity and Equity](#) and the corresponding systemwide committee of [UCAAD](#).

[UC Merced Bylaw Part II.IV.6](#)

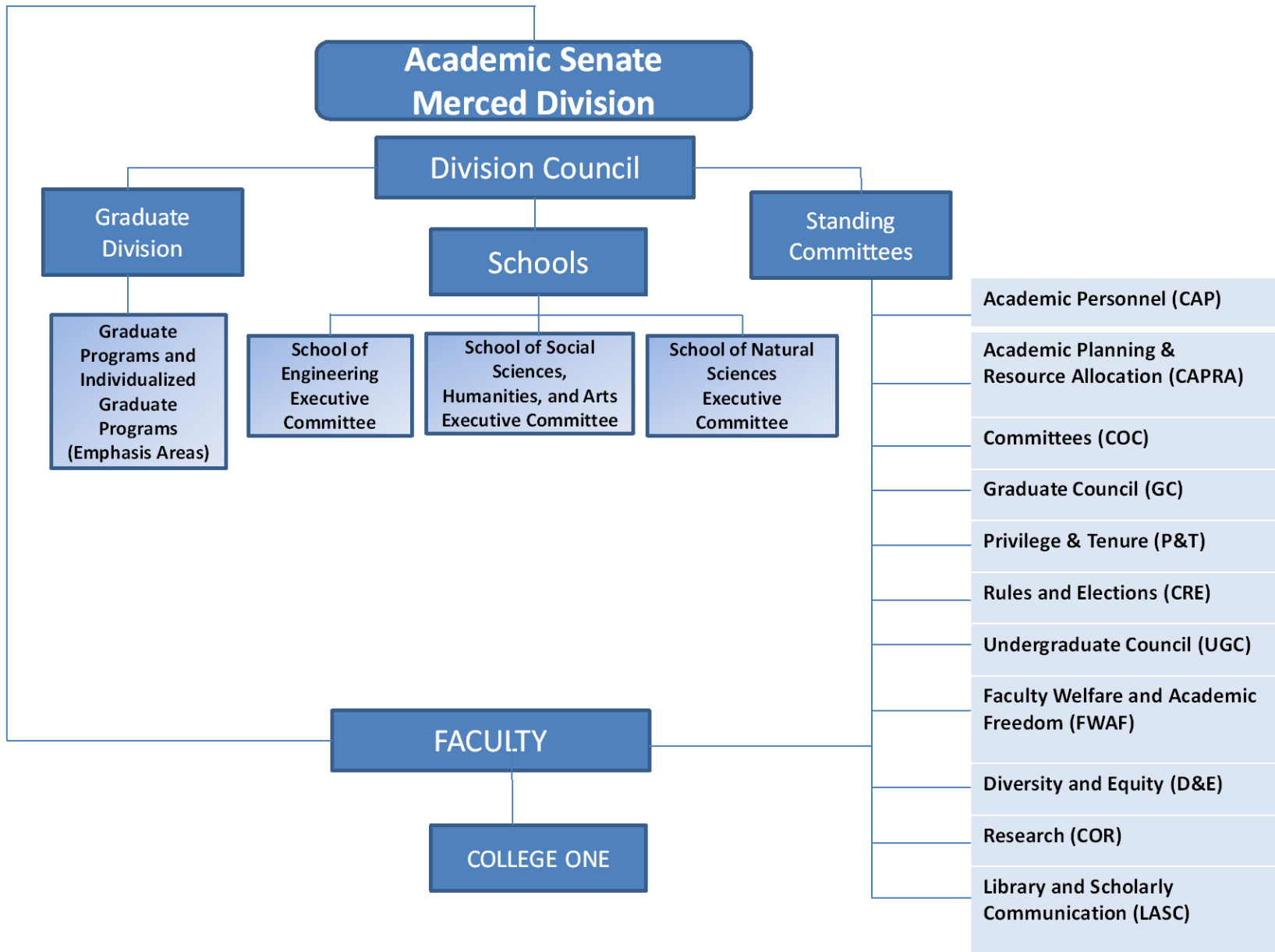
6. Diversity and Equity
 - A. Membership: This Committee is composed of three members of the Merced Division, preferably one faculty member from each School. The Vice Provost for Faculty serves as *ex-officio*.
 - B. Duties
 1. The Committee Chair or designed serves as the Division Representative to the Systemwide University Committee on Affirmative Action and Diversity.
 2. Initiates appropriate studies and reports on campus diversity and equity.
 3. Acts for the Division in all matters of equality and diversity in general and in particular in reference to underrepresented faculty populations.
 4. As needed reviews, evaluates and proposes revisions to institutional policies and procedures as they relate to equality and diversity.
 5. Reports to the Division on recruitment, promotion, and retention of faculty from underrepresented groups. The Committee provides advice to the Academic Senate on issues relating to diversity and equal opportunity in the University community.
 6. Reviews information on diversity and equity provided by campus and systemwide administration and advises the Division and the administration accordingly.

[Systemwide Bylaw II.IV.140](#)

140. Affirmative Action and Diversity (Am 13 May 97)

- A. Membership shall be determined in accordance with Bylaw 128. One undergraduate and one graduate student shall sit with the Committee. [See [Bylaw 128.E](#).] The Vice Chair shall be chosen in accordance with Bylaw 128.D.1. and 3. (Am 4 Jun 91; Am 28 May 03; Am 9 May 07)
- B. Duties. Consistent with Bylaw 40, the Committee shall: (Am 28 03)
 1. Confer with the President on general policies bearing on affirmative action and diversity for academic personnel, students, and academic programs. (Am 28 May 2003; Am 12 May 2004)

2. Establish basic policy and procedures for coordinating the work of the Divisional Committees concerned with affirmative action and diversity. (Am 28 May 2003)
3. Report annually to the Assembly the state of affirmative action and diversity in the University. This report shall include a review of the annual reports of the Divisional Committees on Affirmative Action and Diversity (or equivalent committees). (Am 28 May 2003).
4. Review the information on affirmative action and diversity provided by the campus and University administrations and report said findings to the Academic Council. The information shall consist of data and analyses of working conditions, salaries, advancement, separation for women and ethnic minorities, and may also include data and analyses relating to lesbian, gay, bisexual, and transgender individuals. (Am 14 Oct 2010)
5. Undertake studies of policies and practices affecting affirmative action and diversity and make recommendations to appropriate University bodies. (Am 28 May 2003)





UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY (UCAAD)
David Lopez-Carr, Chair
david.lopez-carr@ucsb.edu

ACADEMIC SENATE
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

July 21, 2015

MARY GILLY
ACADEMIC COUNCIL CHAIR

Dear Mary:

At its January meeting, UCAAD approved a proposal to amend Bylaw 140 to include the word “equity” in its title. The committee’s new name would read the University Committee on Affirmative Action, Diversity, and Equity (UCAADE).

Proposal

Senate Bylaw 140 defines the membership, duties, and title of the University Committee on Affirmative Action and Diversity (UCAAD). This Bylaw was last amended in 1997.

UCAAD would like to amend its Bylaw and change its name to include the word “equity.” No other changes would be made to the Bylaw or name at this time.

Rationale

In the past several years, the scope of UCAAD has broadened, reflecting the increasing spectrum and expression of diversity throughout the state. Rights, protections, and concerns for undocumented students, transgender individuals, and victims of sexual violence have been discussed at the division and systemwide levels, as have micro-aggressions and unperceived bias.

In response, UCAAD felt that its mission would be better expressed through the inclusion of the word “equity” in its name and bylaws. This addition is meant to underscore the attention UCAAD intends to focus on issues of equal treatment as well as its historical roles tied to affirmative action and diversity issues.

A “red line” version reflecting this change is included for your review.

Best regards,

A handwritten signature in blue ink, appearing to read "D. Lopez-Carr".

David Lopez-Carr, Ph.D.
Chair, UCAAD

cc: Daniel Hare, Academic Council Vice Chair
Hilary Baxter, Academic Senate Executive Director
UCAAD Members
Michael LaBriola, Senate Analyst

140. Affirmative Action, ~~and~~ Diversity, and Equity (Am 13 May 97)

- A. Membership shall be determined in accordance with Bylaw 128. One undergraduate and one graduate student shall sit with the Committee. [See [Bylaw 128.E.](#)] The Vice Chair shall be chosen in accordance with Bylaw 128.D.1. and 3. (Am 4 Jun 91; Am 28 May 03; Am 9 May 07)
- B. Duties. Consistent with Bylaw 40, the Committee shall: (Am 28 03)
 - 1. Confer with the President on general policies bearing on affirmative action, ~~and~~ diversity, and equity for academic personnel, students, and academic programs. (Am 28 May 2003; Am 12 May 2004)
 - 2. Establish basic policy and procedures for coordinating the work of the Divisional Committees concerned with affirmative action, ~~and~~ diversity, and equity. (Am 28 May 2003)
 - 3. Report annually to the Assembly the state of affirmative action, ~~and~~ diversity, and equity in the University. This report shall include a review of the annual reports of the Divisional Committees on Affirmative Action, ~~and~~ Diversity, and Equity (or equivalent committees). (Am 28 May 2003).
 - 4. Review the information on affirmative action, ~~and~~ diversity, and equity provided by the campus and University administrations and report said findings to the Academic Council. The information shall consist of data and analyses of working conditions, salaries, advancement, separation for women and ethnic minorities, and may also include data and analyses relating to lesbian, gay, bisexual, and transgender individuals. (Am 14 Oct 2010)
 - 5. Undertake studies of policies and practices affecting affirmative action, ~~and~~ diversity, and equity and make recommendations to appropriate University bodies. (Am 28 May 2003)

On July 29 2015, the Academic Council approved a Systemwide Senate review of modifications to two Academic Senate Regulations recommended by the Board of Admissions and Relations with Schools. Proposed changes are underlined and highlighted in yellow. Background for each is provided.

1. REGULATION 417

This chapter applies to students who submit an application for freshman admission to the University and have completed no term of course work at a postsecondary institution following graduation from high school (summer session excepted). Students who have completed Community college coursework prior to high school graduation will also be viewed as freshmen. High school graduates who have completed college-level work at an accredited postsecondary institution (except in the summer following high school graduation), shall be applicants for advanced standing under the provisions of Chapter 4. (En 17 June 2009)

BACKGROUND

When SR 417 was enacted in June 2009, the word “community” should not have been included. The actual intent, confirmed by the former OP Director of Admissions Dr. Susan Wilbur, was that all college/university units must be treated the same. As the regulation is now written, high school students who have completed college level courses at a four-year college/university, including a UC campus, would be excluded from being allowed to apply as freshmen applicants.

Striking the word “community” from the regulation, allows students who have completed four-year college/university coursework while enrolled in high school to apply as freshmen, which is consistent with the way in which we treat high school students who earn credit at community colleges.

2. REGULATION 621

[Recommended revisions are highlighted.]

Advanced Placement Standardized Examination Credit (En 25 May 83)

Students who enter the University with advanced placement standardized examination credit (such as from College Board, International Baccalaureate Organization, Advanced Level and/or any other standardized examination that BOARS determines is acceptable for transfer credit) may exceed by the amount of this credit:

- A. *the maximum unit limitations requiring the selection of a major field of study; and*
- B. *the maximum unit limitation requiring graduation.*

BACKGROUND

This regulation, as currently written, appears to limit the standardized examination credit students may present to the University (in this case, the College Board’s “Advanced Placement” exams). It is possible that in 1983, when regulation 621 was enacted, UC enrolled few students who had presented other standardized exam credit, such as the International Baccalaureate (IB) program or Advanced-Level (A-Level) examinations. Since that time, however, the number of students seeking admission to UC from abroad has increased dramatically, while, at the same time, the number of domestic students who complete IB and AP examinations has also increased. As a result, it is recommended that this regulation be revised to encompass the fuller suite of standardized examinations for which the University awards unit credit.

UNIVERSITY OF CALIFORNIA, MERCED

BERKELEY • DAVIS • IRVINE • LOS ANGELES • MERCED • RIVERSIDE • SAN DIEGO • SAN FRANCISCO



SANTA BARBARA • SANTA CRUZ

ACADEMIC SENATE, MERCED DIVISION
COMMITTEE ON FACULTY WELFARE, DIVERSITY & ACADEMIC FREEDOM
RUDY ORTIZ, CHAIR
rortiz@ucmerced.edu

UNIVERSITY OF CALIFORNIA, MERCED
5200 NORTH LAKE ROAD
MERCED, CA 95344
(209) 228-4369; fax (209) 228-7955

May 15, 2015

To: Jian-Qiao Sun, Chair, Division Council

From: Rudy Ortiz, Chair, Committee on Faculty Welfare, Diversity, and Academic Freedom (FWDAF)

A handwritten signature in black ink, appearing to read "Rudy Ortiz", is placed below the "From:" line.

Re: Endowed Chairs

UC Merced has fourteen endowed chairs. Of these, seven are occupied by men. Only one is occupied by a woman – representing a gross gender disparity. In fact, only one woman has ever been appointed to an endowed chair at UC Merced. There is also little diversity (e.g. gender, racial, ethnic) among the chair holders.

Nevertheless, there is an opportunity to remedy this disparity. The remaining six endowed chairs are vacant. [APM 191](#) indicates that Chairs should not be vacant for prolonged periods. There is thus an opportunity for the campus to fill these vacant chairs and to make an effort to distribute them in a more equitable fashion.

The process for selection of endowed chairs is in section [6001](#) of the MAPP. The particular process used at UC Merced needs to be modified insofar as it has thus far produced inequitable outcomes.

We recommend that a call for nominations for these vacant chairs be distributed across campus such that Deans can more readily identify candidates. If there are no eligible candidates on campus that would help to create a more equitable pool, these endowed chairs should be used in recruitment efforts.

The list of current endowed chairs at UC Merced is below.

Current Endowed Chairs at UC Merced

Art and Fafa Kamangar Family Endowed Chair	Biological Sciences	Michael Colvin 07/01/11 - 06/30/16
Coats Family Endowed Chair in the Arts	Arts	Vacant
County Bank Chair in Economics	Economics	Robert Innes 07/01/14 - 06/30/19
Emmett, Bernice and Carlston Cunningham Chair in Cognitive Development	Cognitive Development	Jeffrey Gilger 07/01/14 - 06/30/19
Reno Ferrero Family Chair in Electrical Engineering	Electrical Engineering	Vacant
Ted and Jan Falasco Chair in Earth Sciences and Geology	Previously: Earth Sciences and Geology; Amending to: Ecological Systems and Sciences	Vacant
Tony Coelho Endowed Chair in Public Policy	Public Policy	Nathan Monroe 07/01/14 - 06/30/19
Vincent Hillyer Chair	Early Literature	Gregg Camfield 07/01/14 - 06/30/19
Thondapu Family Endowed Chair in Bioengineering	Bioengineering conducting collaborative research between the Schools of Natural Sciences and Engineering	Vacant
McClatchy Chair in Communications	Communications	Teenie Matlock 07/01/12 - 06/30/17
Ruiz Family Chair in Entrepreneurship	Entrepreneurship	Theofanis Tsoulouhas 07/01/12-6/30/17

Edward A. Dickson Emeriti Professorship	Emeritus professor(s), and/or support of emeriti professors on recall	Vacant
Presidential Chair	New, inter- disciplinary program development/ enhance quality in existing academic programs	David Ojcius 07/01/11 - 06/30/16
MacArthur Foundation Endowed Chair - 5 year revolving chair; 2009- 2014	UCOP recommendation: International Justice and Human Rights	Vacant

FWDAF looks forward to the Senate and Administrative leadership feedback and thanks you for your consideration of this matter.

cc: FWDAF
Division Council
Senate Office
Gregg Camfield, Vice Provost for Faculty
Provost/EVC Thomas W. Peterson
Susan Sims, Chief of Staff and Special Assistant to the Provost/EVC
April Graves, Executive Assistant to the Provost/EVC

UC Faculty Equity Advisors

	UCB	UCD	UCI	UCLA	UCM	UCR	UCSD	UCSF	UCSB	UCSC
Faculty Equity Advisor?	Yes	Yes, in College of Agriculture and Environmental Sciences. *There are no immediate plans to appoint equity advisors in units campus-wide, although deans are free to do so. Their Diversity and Inclusion Committee may recommend it.	Yes	Yes	No	Yes	Yes	No	No	No, due to lack of resources
Resources	Faculty Equity Advisor Toolkit		Faculty Equity Advisor contact list	Faculty Equity Advisor/Diversity Specialist contact list			Faculty Equity Advisor contact list			

*Information received from Vice Provost Maureen Stanton at UCD.

**COMMITTEE ON FACULTY WELFARE, DIVERSITY, AND ACADEMIC
FREEDOM
ANNUAL REPORT
AY 2014-2015**

To the Merced Division of the Academic Senate:

The Committee on Faculty Welfare, Diversity, and Academic Freedom (FWDAF) held 5 regularly scheduled in-person meetings and conducted some business via email with respect to its duties as outlined in UC Merced's Senate Bylaw [II.III.5](#).

At its first meeting of the academic year, FWDAF identified five areas on which to focus during the year: 1) encouraging diversity in the faculty recruitment process, 2) addressing faculty retention, 3) increasing faculty mentoring, 4) finalizing the faculty salary equity study as required of all campuses by UCOP and 5) addressing space challenges as they affect the welfare and morale of faculty and graduate students. These main issues served as the focal points for all the committee's activities during the AY.

FWDAF conducted the following business:

Consultation with Ombuds

At the beginning of the AY, FWDAF met with campus Ombuds, De Acker. The Ombuds is neutral, independent, and does not have a formal reporting structure. Now in her third year in this position, Ombuds Acker related that the three main issues she hears from faculty members are: workplace treatment, work/life balance, and career progression before and after tenure. Indeed, all of these issues affect retention rates.

The Ombuds informed FWDAF members that the Academic Personnel office has formulated a family leaves policy brochure to provide guidance to faculty members on their rights under the law. This brochure was distributed in hard copy form to all faculty.

At the final meeting of the year, Ombuds Acker provided the following updates to FWDAF members on her AY 14-15 activities: 1) faculty members comprised 20% of her visits, 2) this year she conducted more mediations and facilitated group meetings, and

3) the main issue of concern for faculty members is space and its impact on research and, eventually, tenure. This invariably leads to retention issues as the lack of adequate space is causing faculty to feel less valued and wanted. The second most contentious topic is career progression and the third is the work/life balance.

Workshop Series for Untenured Faculty

FWDAF and the Academic Personnel office (APO) continued offering the professional development workshop series for untenured faculty, first established in the last academic year. Monthly topics included: 1) the work/life balance, 2) publishing advice, 3) starting and managing a lab/students, and 4) writing an effective self-statement. This year, FWDAF and APO were pleased to host an external speaker, Dr. Phillip Clifford, to speak about navigating a successful academic career. The workshop series was well-received by the faculty. For AY 2015-2016, FWDAF hopes to offer a session on implicit bias in the faculty search and hiring process.

FWDAF and APO began the academic year with a faculty world café event whereby faculty members were assigned to tables and FWDAF members facilitated each conversation. Discussion topics included support for faculty who are applying for grants, mentoring of faculty to support professional development, and how the campus can support a better work/life balance.

Faculty Success Program

In an effort to create more mentoring opportunities for untenured faculty, FWDAF worked with the Vice Provost for Faculty (VPF) to earmark funds to enroll a cohort of assistant professors in the National Center for Faculty Development and Diversity's Faculty Success Program. The online program is a 15-week instructional tool to assistant faculty members in balancing research, teaching, and service, refine their time management skills, increase research productivity, and develop a network of mentors.

FWDAF drafted a call for proposals that was submitted to all untenured faculty members. The three school deans agreed to conduct the first round of review and submitted their short lists to FWDAF for final selection. Initially, FWDAF was to choose three assistant professors from each school dean's short list, but was pleased that each dean offered matching funds that enabled FWDAF to enroll six applicants into the Faculty Success Program.

FWDAF, in conjunction with APO, held an inaugural luncheon that was attended and facilitated by the six assistant professors enrolled in the program. The topics of discussion included a review of the 15-week program thus far, and event planning for AY 2015-2016.

In an effort to increase faculty mentoring opportunities on campus, the FWDAF chair and vice chair attended a conference at the University of New Mexico Mentoring Institute. They debriefed FWDAF on the faculty mentorship programs on other campuses: some provide faculty members with funds to start their own, small faculty mentoring programs within their schools, some campuses conduct targeted mentoring programs on specific topics such as publishing, and other campuses have established a new faculty cohort program in which all new faculty members complete a sequence of courses. The FWDAF chair spoke with a representative from Virginia Tech whose campus implemented a faculty mentoring program in the form of a logic model.

Proposed Parking Permit Renewal Policy

In fall 2014, the Senate Chair requested that FWDAF draft a proposed procedure for the VPF's review pertaining to the renewal of parking permits. FWDAF's main suggestion was for all permanent employees, including postdoctoral fellows with multiple-year contracts, shall have automatic renewal of their current permit in August, unless the employee opts out by informing TAPS after being notified of the automatic renewal by email. This proposed procedure was adopted by TAPS in spring 2015 and notices were sent to all campus faculty and staff.

Senate Award for Excellence in Faculty Mentorship

Traditionally, the Merced Division issues seven awards to faculty members to recognize distinction in research, teaching, and service. This year, with the financial assistance of the VPF and APO, FWDAF received approval from Division Council to establish a new award for Excellence in Faculty Mentorship. The award recognizes faculty mentorship of post docs, visiting faculty, and junior faculty and/or other faculty or staff. The inaugural winner of this award was announced at the April 2015 Meeting of the Division.

Senate-Administration Faculty Salary Equity Subcommittee

Originally formed in AY 2012-2013 as a result of UCOP's directive, the subcommittee this year once again included two members from FWDAF as well as staff from

Institutional Research & Decision Support (IRDS) and APO. A report was previously submitted by each UC campus in January 2012. In AY 2013-2014, the subcommittee was tasked with drafting a progress report that was submitted to UCOP in November 2013. That report was completed after the subcommittee reviewed the results of both an analysis of compensation and commitments made at time of hire for evidence of gender and ethnic inequity, and a pilot study that adapted widely accepted intra-institutional equity methodology to smaller campuses like UC Merced by using inter-institutional salary data. The final report was submitted by the subcommittee in summer 2014, well before UCOP's deadline of January 2015.

Space and Faculty Moves – SE 1 and SE 2

In spring 2015, several critical issues arose as faculty members moved in and out of Science & Engineering (SE) 1. Many faculty members contacted the FWDAF chair to make the committee aware of the issues. As a result, the FWDAF chair met with the VPF, the deans of the Schools of Natural Sciences and Engineering to try to assist in a rapid and equitable resolution for all faculty impacted. FWDAF recommended various solutions, most notably that the deans and administration consider allowing untenured faculty to stop their tenure clock in light of the “down time” associated with the moves and that all faculty affected be given either course release or a reduced teaching workload so their time can be devoted to organizing their laboratories. FWDAF also recommended a well-defined and adhered-to timeline that specifically outlines the details of the expectations of both the faculty and the administrative units overseeing the management of the proposed moves.

Consultation with the Vice Provost and Dean of Graduate Education (VPDGE)

In spring 2015, FWDAF consulted with VPDGE Marjorie Zatz on space challenges experienced by faculty members and graduate students as well as inadequate financial support for graduate students. The VPDGE shared her plans to increase the number of fellowships and to work with the administration on non-resident tuition and discretionary funds through indirect cost return. The VPDGE is also consulting with graduate groups on their expectations for faculty-to-student ratio which she will use in her projections. Another goal identified by the VPDGE is increased professional development opportunities for graduate students. Taken together, all of these new financial activities will serve to enhance the graduate student population at UC Merced.

Consultation with ECEC Advisory Council Member

In spring 2015, a faculty member of the Early Childhood Education Center (ECEC)'s Advisory Council attended a FWDAF meeting to inform the committee of possible changes to on-campus child care. One possible plan by the campus administration would involve offering privatized child care services to the campus community. The faculty member summarized for FWDAF the data she and others on the Advisory Council collected from other campuses that have experienced privatized child care. Many parents and faculty members are concerned over the potential changes. FWDAF will review the data when it is shared and plans to keep this issue on its agenda for AY 15-16.

Committee Split

In spring 2015, FWDAF requested from Division Council – and received approval – to split into two, standing Senate committees to more efficiently address workload and to ensure appropriate UC Merced representation at systemwide Senate meetings: 1) the Committee on Faculty Welfare and Academic Freedom and 2) the Committee for Diversity and Equity. As this would require a revision of the UC Merced Bylaws, this item was included for discussion on the agenda for the spring Meeting of the Division and presented by the Chair of the Senate Committee on Rules & Elections (CRE). Following the Meeting of the Division, the campus faculty approved the revised Bylaws and the creation of the two new committees via electronic vote. The new committees will convene in AY 15-16.

Provost/EVC's Proposed Six-Year Ladder-Rank Faculty Hiring Plan

The Provost/EVC's Strategic Academic Focusing (SAF) process, begun in the last academic year, resulted in the Provost identifying five strategic areas ("pillars") that would receive resources and faculty FTE lines. In spring 2015, the Provost/EVC issued his six-year ladder-rank faculty hiring plan to the campus. Many faculty members expressed their concern to FWDAF over the future growth of traditional disciplinary ("foundational") areas and questioned their future career trajectories at UC Merced. At the end of the academic year, FWDAF submitted a memo to the Provost/EVC and offered what it hoped was feedback on the six-year hiring plan. FWDAF commented on the following: 1) the plan should include a better defined direction of process and governance 2) the disproportionate percentage of hires going to the strategic areas is

concerning, 3) the plan is rather ambitious in terms of filling FTE lines in a given cycle, 4) consider alternative hires such as targets of opportunity hires and Presidential Postdoctoral Fellows, 5) provisions to help ensure diversity in the cluster hiring process, 6) potential for the disenfranchisement of faculty who feel that their discipline does not align with the chosen strategic areas, 7) potential impact on faculty retention, 8) space considerations, and 9) considerations to teaching efforts.

Endowed Chairs

FWDAF submitted a memo to Division Council pointing out that UC Merced has fourteen endowed chairs and of these, seven are occupied by men. Only one is occupied by a woman – representing a gross gender disparity. Furthermore, there is also little diversity (e.g. gender, racial, ethnic) among the chair holders. The remaining six endowed chairs are vacant; [APM 191](#) indicates that Chairs should not be vacant for prolonged periods. There is thus an opportunity for the campus to fill these vacant chairs and to make an effort to distribute them in a more equitable fashion.

FWDAF recommended that a call for nominations for these vacant chairs be distributed across campus such that Deans can more readily identify candidates. If there are no eligible candidates on campus that would help to create a more equitable pool, these endowed chairs should be used in recruitment efforts.

Consultation with Vice Provost for Faculty (VPF)

FWDAF benefited from updates and input from ex-officio committee member, VPF Gregg Camfield. Topics of discussion included: the successful purchasing of two institutional memberships related to faculty professional development, the use of contributions to diversity in faculty hiring, and/or the development of evaluation criteria of contributions to diversity in recruiting and academic review, strategies for obtaining a more diverse applicant pool, bridge funding, Guidelines for Evaluation of Service in Faculty Performance Review from UC Berkeley, and the balance between shared governance and shared management and the fact that faculty are burdened with much administrative work. The VPF was also instrumental in working with FWDAF on issues surrounding faculty preparedness for tenure and faculty morale and stress factors.

The VPF also coordinated and delivered a workshop session on drafting an effective self-statement for personnel reviews. The session was well-received and faculty conveyed their positive feedback.

Consultation with the Chancellor and Provost/EVC

At the last meeting of the academic year, FWDAF invited the Chancellor and Provost/EVC to hear the committee's updates over the academic year. Most notably, the conversation with the Chancellor and Provost/EVC included discussion on the Provost/EVC's proposed six-year ladder-rank faculty hiring plan and space challenges experienced by faculty and graduate students. The Chancellor and Provost/EVC appreciated the update and expressed their enthusiasm on collaborating with FWDAF on these various issues. The Chancellor welcomed FWDAF's input on space and suggested that a statement of space principles would help aid her future decisions. The Chancellor, Provost/EVC, and VPF will draft a statement and FWDAF will review it in AY 15-16.

Systemwide Review Items

- APM revisions. FWDAF opined on several proposed revisions to various sections of the APM as requested by systemwide and Division Council.
- Systemwide Senate bylaws. FWDAF reviewed two proposed revisions to Senate bylaws, one pertaining to the expanded role of the University Committee on International Education and the other focusing on making the vice chairs of all standing systemwide committees at-large members.
- Proposal for Doctoral Student Support. FWDAF endorsed the proposal but advised the steering committee identified in the proposal to assemble the systemwide expertise that currently exists, i.e. the NIH/NSF program directors, and devise a plan that allows for state money to leverage existing federally-funded programs.
- University Committee on Affirmative Action & Diversity (UCAAD) updates. UCAAD discussed the following major issues this academic year: 1) President's Postdoctoral Fellowship Program (FWDAF's representative, Chair Ortiz, served on a subcommittee that was tasked with drafting guidelines for the hiring of Presidential Postdoctoral Fellows), 2) UC President Napolitano's Advisory Council on LGBT students, faculty, and staff, and 3) micro aggression and sexual

violence issues. UCAAD empaneled three subcommittees this year: 1) faculty review and hiring practices, 2) campus climate, and 3) President's Postdoctoral Fellowship program. Lastly, UCAAD discussed how to distribute the proposed 3% increase in faculty salary.

- University Committee on Academic Freedom (UCAF) updates. UCAF discussed the following major issues this academic year: academic freedom and civility, APM 210-D and contributions to diversity (specifically, there is concern that faculty members will count diversity-related research twice in personnel reviews. While this issue is addressed by campus personnel review committees, UCAF is drafting a statement about this item) and department chairs' ownership of courses rather than the instructor of record.
- University Committee on Faculty Welfare (UCFW) updates. FWDAF was represented at two meetings in fall 2014 by member Shawn Newsam. Due to the frequency of these meetings and associated workload that posed a burden on current FWDAF membership, the FWDAF chair asked the Committee on Committees to select a UCM faculty member to officially represent the campus at UCFW meetings. Professor Sean Malloy, a former FWDAF member, was selected to represent FWDAF for the academic year's remaining meetings. Professors Newsam and Malloy reported to FWDAF the following major UCFW discussion topics this academic year: challenges with child care accessibility and affordability on many campuses, the problems with the new health care plan UC Care, and challenges faced by several campuses with implementing adequate faculty mentoring programs. With regard to UC Care, towards the end of the academic year, a proposal was introduced systemwide to institute a UC Care HMO product but the date of implementation is unknown. UCFW drafted an opposition letter as some on the committee feel that current health plan options should not be replaced without a detailed study on access and affordability issues, the effects on the academic mission of the medical centers, and what would occur should the UC Care HMO fail.

Campus Review Items

- MAPP revisions for campus review. FWDAF reviewed the annual, proposed revisions to the MAPP as requested by the VPF and APO. This year's proposed revisions pertained to the L(P)SOE titles.

- CAPRA space principles. CAPRA drafted a statement of space principles for Senate committee review and campus distribution. FWDAF endorsed the principles and requested that individuals who assist with managing training programs and grants also be considered for allocation of office space.
- Project 2020. FWDAF, with other standing Senate committees, heard updates and provided input on Project 2020 items that affect faculty including assignable square feet for research space.
- PhD Proposals. FWDAF reviewed the following PhD proposals and found no implications for faculty welfare, diversity, or academic freedom: Economics, Public Health, Mechanical Engineering, and Management of Innovation, Sustainability, and Technology.
- Proposal to establish a SSHA major in Global Arts Studies Program. FWDAF reviewed the proposal and found no implications for faculty welfare, diversity, or academic freedom.
- Revised proposal to establish a SSHA minor in Community Research and Service. FWDAF echoed the concerns raised by CAPRA and Undergraduate Council as to faculty teaching workload, student enrollment, and resources needed to deliver the minor. FWDAF will endorse the proposal if these concerns are addressed.
- Campus Climate Action Plan. FWDAF reviewed the plan drafted by the Chancellor's office in response to the March 2014 campus climate survey and made suggestions on timeline and the assessment of retention and attrition numbers.
- UC Merced Diversity Statement. FWDAF reviewed the statement as drafted by the Chancellor's office and offered several suggestions including the importance of faculty and staff demographics reflecting the composition of the student population and UC Merced's status as an Hispanic Serving Institution.
- Provost/EVC's proposed procedures for the establishment of Centers. FWDAF suggested that all center proposals include discussion of "Broader Impacts" and how the proposed center would contribute to diversity in academic disciplines, research topics, and societal considerations.
- Vice Chancellor for Research and Economic Development's (VCORED) ORU Review Policy. The VCORED expanded on the set of comprehensive policies to establish and review research units that were drafted by the Senate Committee

on Research and approved by the Senate in the last academic year. FWDAF suggested that the reviews should take into account the ORU's contribution to diversity and/or broader participation of traditionally underrepresented groups.

- Pilot Program for Undergraduate Chairs in SNS and SSHA. FWDAF supports the pilot program's implementation as it will give faculty recognition for work they are doing as well as allow for a more effective distribution of labor in those units where the AP Chair has been doing the work of an undergraduate program chair. However, the committee suggested that if the data are not sufficiently definitive for evaluative purposes, there should be an option for an additional pilot period that incorporates the necessary changes for continuation.
- Proposal to establish a Public Health Bylaw Unit in SSHA. FWDAF judged that the proposal had no direct impact on faculty welfare, diversity, and academic freedom and therefore had no comments.

Respectfully submitted:

Faculty Welfare, Diversity, and Academic Freedom members:

Rudy Ortiz, Chair (SNS) – UCAAD representative

Tanya Golash-Boza, Vice Chair, (SSHA)

Linda Cameron, Vice Chair (SSHA) – UCAF representative, spring semester

Wei-Chun Chin, (SOE) – UCAF representative, fall semester

Shawn Newsam, (SOE) – UCFW representative October 10 and December 12

Néstor Oviedo, (SNS)

UCFW representative Sean Malloy – spring semester

Ex officio, non-voting members:

Gregg Camfield, Vice Provost for Faculty

Jian-Qiao Sun, Senate Chair

Cristián Ricci, Senate Vice Chair

Staff:

Simrin Takhar