

**Committee for Diversity and Equity (D&E)**  
**Minutes of Meeting**  
**January 31, 2017**

Pursuant to call, the Committee for Diversity and Equity met at 10:15 am on January 31, 2017, in Room 397 of the Kolligian Library, Chair Tanya Golash-Boza presiding.

I. Chair's Report

Chair Golash-Boza reported on the following:

--January 19 Division Council meeting. Major topics of discussion included the Incentive Plan for Revenue Generating Master's Degree Programs, systemwide review items, and a proposal to establish a standing Reserve CAP as exists on other campuses.

--The UCAADE meeting was postponed to this week. An update will be provided at the next D&E meeting.

II. Vice Chair's Report

Vice Chair Chin reported that PROC is reviewing the Environmental Systems period review report issued by the review team.

III. Consent Calendar

**Action:** the December 13 draft meeting minutes were approved as presented.

IV. Second Annual Faculty Mentoring Event

Professor Chavella Pittman of Dominican University in Illinois will be conducting the below workshops on Wednesday, February 1, and Chair Golash-Boza encouraged D&E members to attend:

- 9:00 – 10:00 am – Graduate student workshop. "Effective Strategies for Addressing Incivility in The Classroom: A Workshop for Graduate Student Instructors and TAs".

- 12:00 – 1:00 pm – Deans, AP Chairs, Reviewers. “Why (and how) measures of teaching effectiveness should move beyond student teaching evaluations”.
- 1:00 – 2:15 pm – Faculty Luncheon. “The teaching experiences of faculty with marginalized statuses”.

#### V. D&E Memo on Compensated Positions

At the January 19 Division Council meeting, the Council discussed D&E’s memo on compensated positions. Division Council requested that D&E articulate the appointment process for each position.

The VPF indicated that he previously asked campus administrators to conduct a recruitment for each salaried and stipend-holding position. However, he has not tracked their progress and is unclear whether recruitments are taking place. The VPF also related that UCOP has issued guidelines for administrative positions, specifying which positions require a waiver or a recruitment, or neither. D&E members suggested a review of the positions that do not require recruitment and make a recommendation whether such a process should be required. The committee will take into account situations in which there is only one viable candidate or cases where there is no response to a call for an open recruitment thereby requiring an individual to be convinced to take the position.

APO staff has been holding meetings on the issue of waivers and exceptions and hope to place these positions into AP Recruit for internal recruitment. Internal recruitment would entail the school dean issuing a call for nominations (self-nominations would be permitted) and APO would maintain the short list of candidates. APO would also record the individual selected for the position and upload all of this information into AP Recruit for tracking purposes. The VPF stated that a list of positions (vetted by UCOP and UC General Counsel) will be posted on the APO website under the Recruitment tab and Waivers and Exemptions.

**ACTION:** D&E to review the list of positions on the APO website that are listed under “exemptions” and make a recommendation on whether this is appropriate. APO staff will provide D&E with a guideline of how exemptions are currently handled. This item is to be discussed again at the March 14 meeting.

VI. Campus Review Item

--Revised Honors Task Force report.

D&E members endorsed the revised proposal with a note that the committee encourages the program to remain attentive to diversity and equity considerations and to not disproportionately represent any particular segment of the campus population.

**ACTION:** D&E to send a memo to the Senate Chair before the close of business today.

VII. Consultation with VPF Camfield

--conflict resolution program to train campus mediators.

The VPF reminded members that a few years ago, the systemwide Senate issued a letter about department chairs’ responsibility about civility. With unclear guidelines on how to translate this into action, and given the recent focus on school re-organization by senior leadership, there have been delays in addressing the execution of civility procedures.

In the absence of a dedicated, compensated, full time position, the VPF introduced the idea of a group of faculty, trained in mediation, to serve as neutral mediators for faculty versus faculty conflict resolution. If possible, unit chairs should not serve in these roles, as there is the fear among colleagues of retaliation with regard to personnel cases. These mediators would also be expected to handle conflict resolution with graduate students and post docs.

D&E members suggested inviting an external mediator to conduct a one-day session on campus. The VPF countered that the goal is to change our campus culture through continued conversations, and that goal is best served by empowering on-campus faculty to serve as mediators. UC Irvine has full time faculty mediators; UC Davis has a similar mediation program, and UC Berkeley has a faculty Ombuds office.

**ACTION:** D&E to research the mediation models at other campuses and discuss at the March 14 meeting. D&E will also consult with the UCM Ombuds to inquire about her role in faculty mediation and her capacity to continue in this manner.

--[UC Davis step plus advancement system](#). Implemented in July 2014, UC Davis replaced their “accelerations in time” system with the step plus system, whereby a faculty member may receive a 1.5 merit step rather than 1 step. These are essentially “accelerations in performance”. The step plus system provides a greater likelihood that deserving faculty who do not currently request accelerated reviews for fear of being “too pushy” will be rewarded for the credit they deserve. The system would also allow all contributions during a review period to be fully accounted for, including extraordinary service. The VPF placed an emphasis on the latter, suggesting that female and underrepresented faculty members do not adequately get rewarded for their service burden.

D&E members requested further information on the success of the step plus program. Moreover, such a change would require full Senate review with CAP as a lead reviewer, a campus-wide review, and then a proposed revision to the MAPP.

**ACTION:** D&E to collect data on the UC Davis step plus system and discuss at the March 14 meeting.

### VIII. Program Review Site Team Representatives

D&E previously came to a consensus that the committee should participate in program review site visits to engage with site teams about diversity issues. Chair Golash-Boza will meet with the political science external review team on February 8. D&E representation is needed for the following:

- Philosophy. March 2–3. Time TBD.
- Sociology. March 9–10. Time TBD.
- Biology. March 13–14. Time TBD.

**ACTION:** D&E members to confirm their availability for the March site visits after this meeting, via email.

### IX. Other Business

A D&E member raised a concern about inappropriate (and illegal) questions being asked of faculty candidates in campus interviews and in informal settings, such as group dinners. The VPF and APO staff pointed out that schools are provided with the recruitment tool kit that is based on federal guidelines and articulates the proper procedures for interviews. The tool kit is accessible online on the APO website. D&E members discussed the possibility of making the review of the tool kit mandatory for reviewers before being granted access to AP Recruit.

D&E and the VPF will discuss this further.

There being no further business, the meeting adjourned at 11:40 am.

Attest: Tanya Golash-Boza, Chair