

Committee for Diversity and Equity (D&E)
Minutes of Meeting
December 13, 2016

Pursuant to call, the Committee for Diversity and Equity met at 10:00 am on December 13, 2016 in Room 362 of the Kolligian Library, Chair Tanya Golash-Boza presiding.

I. Chair's Report

Chair Golash-Boza reported on the following:

--Meeting of the Division on November 28. Major discussion items included CAPRA's 2020 projections project and CAPRA's proposed faculty hiring plan. For the latter, the committee received input from two of the school executive committees which it will take into account in revising the hiring models. CAPRA's final recommendation on faculty hiring will be submitted to the Provost/EVC before the winter break.

--Division Council meeting on December 1. Major discussion items included School Executive Committee input to Senate planning functions and FWF's statement of principles on faculty incidentals and start-up funds.

II. Vice Chair's Report

Vice Chair Chin announced to D&E members that PROC sent a memo to CAPRA asking the committee to consider incorporating comments from program reviews into its criteria for the evaluation for FTE requests.

III. Consent Calendar

Action: the October 18 meeting minutes were approved as presented.

IV. Consultation with VPF Camfield

--D&E's invitation to diversity speaker for spring semester 2017. Prior to this meeting, Chair Golash-Boza identified [Chavella T. Pittman](#), Associate Professor of Sociology at Dominican University, as a potential speaker to visit

UCM in spring semester to provide input on the topic of bias in teaching ratings/evaluations. On December 5, Chair Golash-Boza met with APO and VPF Camfield to discuss logistics, topics for discussion, and suggested campus constituents with whom Professor Pittman should meet. VPF Camfield indicated that he would explore options from other UC campuses.

VPF Camfield announced that he spoke to a contact at UCLA and learned that that campus has several resources on how to address biases in teaching ratings. UCLA is willing to share these resources with UCM faculty. VPF Camfield suggested that this issue is two fold: 1) it is a structural problem which compels faculty and the administration to examine the entire fabric of teaching and realize the biases contained in the evaluation of teaching. An institutional effort is needed in order to remove such biases. 2) there is an immediate and symbolic need to address such biases in order to assure our faculty members that the campus is making a concerted effort in this area.

After a brief discussion, D&E members agreed to invite Professor Pittman to UCM in spring semester and VPF Camfield will simultaneously acquire the resources from UCLA. VPF Camfield also suggested that Associate Vice Provost of the Center for Engaged Teaching and Learning James Zimmerman be engaged in this effort.

It was also suggested that Professor Pittman's workshop/panel on biases in teaching evaluation be a joint effort with CAP members, as CAP is part of the target audience, in addition to AP chairs and all faculty who serve on review committees.

ACTION: Chair Golash-Boza will secure a list of possible dates from Professor Pittman to visit UCM and give teaching bias workshops. APO and Senate staff will poll AP chairs/review committees and CAP members respectively for a possible joint event.

--school solicitation letters. VPF Camfield is growing concerned that the external letters the campus receives on UCM faculty case files are not appropriately evaluating faculty members on the correct timeline. VPF

Camfield is drafting new template letter language that will inform external reviewers that they should assume that the timeline indicated in the dossier is the correct one and their evaluation should be done accordingly.

ACTION: VPF Camfield to distribute his draft template to D&E members for input.

--LGBTQ data collection. VPF Camfield asked LGBTQ faculty members to gather information on issues they and their colleagues face. He received insightful anecdotal feedback on these faculty members being asked illegal questions about their personal lives in job interviews, not receiving correct responses on partner/spousal benefits, and handling the lack of resources for partner/spousal accommodation. VPF Camfield appointed a new committee of LGBTQ faculty members to provide input on next steps. The issue he is now facing is how to collect demographic data from faculty members of this group. He was advised by faculty members and university counsel that there are no legal barriers to asking faculty members on a voluntary basis how they identify. VPF Camfield also intends to work with IRDS on the appropriate reporting to ensure that any public posting of demographic data does not contain identifiers.

VPF Camfield asked for Senate approval before he proceeds with additional and more formal discussions with LGBTQ faculty members and IRDS on data collection.

ACTION: D&E to send an endorsement memo to Division Council and request that the memo be placed on a future Council agenda.

--creation of LGBTQ subcommittee on D&E. VPF Camfield suggested that greater visibility is needed for faculty members of this group. D&E members discussed alternatives such as inviting members of current campus LGBTQ committees to D&E meetings to present information, or, creating a joint Senate-Administration committee for LGBTQ issues. D&E members agreed that before any structural committee-related decision is made, VPF Camfield

should conduct additional consultation with LGBTQ faculty and inquire what specifically they are seeking through Senate consultation and whether they believe the resources currently available to them are not sufficient.

D&E members also discussed the need to offer resources and support for people who are transitioning genders. APO staff indicated that the Chancellor's office is addressing this and that HR input would be required.

ACTION: VPF Camfield will consult with the LGBTQ faculty group and later consult with D&E on possible Senate consultation.

--diversity statements in hiring process. Last year, the campus began requiring all three schools to require a diversity statement from faculty candidates. VPF Camfield stated that more thoughtful evaluation is needed by review committees' scoresheets and rubrics. In addition, he would like to establish clearer guidelines and expectations for the evaluation of contributions to diversity in faculty advancement and promotion cases. Diversity, under APM 210-D, is now a separate and distinct criteria in addition to research, teaching, and service; as such, review committees need to evaluate diversity contributions more rigorously.

There being no further business, the meeting adjourned at 11:20 am.

Attest: Tanya Golash-Boza, Chair