

**Committee for Diversity and Equity (D&E)**  
**Minutes of Meeting**  
**February 11, 2016**

Pursuant to call, the Committee for Diversity and Equity met at 4:00 pm on February 11, 2016 in Room 360 of the Kolligian Library, Chair Tanya Golash-Boza presiding.

I. Chair's Report

Chair Golash-Boza updated committee members on the following:

- Welcome to new campus Ombuds Callale Concon
- January 12 implicit bias training at UCD (to be discussed later in the meeting)
- January 25 UCAADE meeting. Major items of discussion included the retirement options benefits task force report. The proposed modifications to the retirement program will adversely affect UC employees hired after July 1, 2016. All feedback received from the 10 campuses will be submitted to President Napolitano who will subsequently make a recommendation to the Regents. The Regents will then vote on the proposed modifications.
- February 1 Division Council meeting. Major topics of discussion included the retirement options benefits task force report and the 2020 Project (faculty members from each school are requested to serve as scorers of the proposals).

II. Vice Chair's Report

Vice Chair Chin updated the committee members on the January 27 PROC meeting. PROC members discussed low enrollment minors and minors with no enrollment. There is a question about whether the campus should expend resources to review these minors as stand-alone programs or whether they should be revised as part of a major.

III. Consent Calendar

**ACTION:** The December 14 meeting minutes were approved as presented.

IV. Diversity Speaker

Professor Patricia Matthew of Montclair State University will visit the campus on March 8 as D&E's inaugural diversity speaker event. Professor Matthew will deliver a lunch time talk that is open to all faculty members and will conduct meetings with smaller groups of faculty for the remainder of the day. Her visit culminates with a graduate student reception hosted by the Graduate Division.

V. Process for Nomination of Endowed Chair Candidates

Prior to this meeting, Chair Golash-Boza reviewed the nomination process for endowed chairs at other UC campuses as provided by the committee analyst. Chair Golash-Boza will draft a proposed plan for D&E to move forward in recommending to the Provost/EVC (per his request) a process for the nomination of endowed chairs at UCM.

**ACTION:** The draft process will be placed on the March 17 D&E agenda for committee discussion.

VI. Diversity in Faculty Hiring

Several UC campuses have mechanisms in place to ensure equity in the hiring process. UCD conducts an implicit bias training (attended on January 12 by Chair Golash-Boza and another SSHA faculty member) that is required for faculty search committee members. Other campuses, such as UCI, have Faculty Equity Advisors (FEAs) who assist in the various stages of the faculty search process: the FEA monitors the application pools a month before the deadline to determine if it reflects appropriate diversity, provides guidance on where search committee members can network and post job advertisements, and meet with the school deans. FEAs provide resources to help diversify a faculty pool but do not have the authority to cancel a search for the lack of diversity. Only the deans retain that power.

Chair Golash-Boza reported that UCI, who compensates their FEAs \$15,000 per year, conducts their training in September and would welcome UCM

faculty members, but recognizes that the timing is not optimal. Chair Golash-Boza also shared that SNS has identified Professor Arnold Kim to serve as its FEA. Volunteers are still needed from SSHA and SOE.

Once the D&E committee has formulated a proposal for establishing FEAs at UCM, the proposal will be submitted to Division Council and then to the Vice Provost for the Faculty.

**ACTION:** Committee analyst to determine how much compensation other UC campus FEAs receive and whether the campuses provide resources to faculty search committees with regard to inviting diversity candidates for interviews.

Chair Golash-Boza then presented a set of slides based on the training she received at UCD. The committee discussed various components such as providing additional funds to a search committee if its short list reflects diversity and/or being given an additional hire (both intended to be incentives). Further issues the committee considered were whether trainings should be mandatory for search committees and who would provide the training.

## VII. Faculty Diversity Data

Prior to this meeting, a committee member circulated data on faculty diversity for informational purposes.

There being no further business, the meeting adjourned at 5:00 pm.

Attest: Tanya Golash-Boza, Chair