

Committee for Diversity and Equity (D&E)
Minutes of Meeting
September 21, 2015

Pursuant to call, the Committee for Diversity and Equity met at 2:30 pm on September 21, 2015 in Room 324 of the Kolligian Library, Chair Tanya Golash-Boza presiding.

I. Chair's Report

--Chair Golash-Boza welcomed members and provided a brief background on the functions of this committee. 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.

Chair Golash-Boza will represent D&E at systemwide meetings of the University Committee on Affirmative Action and Diversity and will debrief D&E accordingly.

II. Systemwide Review Items

--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 endorsed the proposed modification. A memo will be sent to the Senate Chair.

--Proposed 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 had no comments and the Senate Chair will be notified.

III. Endowed Chairs

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.

After a brief discussion, D&E members decided to review the Endowed Chairs section of the MAPP and recommend revisions. The recommendations will be sent to Division Council and the Vice Provost for Faculty (VPF). D&E members will decide whether the MAPP revisions encompass all of the recommendations they have or if additional steps should be taken to ensure equity in the selection of endowed chairs.

ACTION: APO Advance Coordinator Morales will email D&E analyst the relevant section of the MAPP for distribution to committee members. Committee members will address this issue via email and it will be added to the October meeting agenda for further discussion.

IV. Diversity Statements in Faculty Recruitment

The School of Natural Sciences requires all faculty candidates to submit a diversity statement as part of their application. VPF Camfield and AP Coordinator Morales related that the AP Recruit system contains a dedicated space for including a diversity statement. UC Irvine and UC San Diego have useful guidelines on this subject.

ACTION: D&E will send a memo to Division Council and the VPF to recommend that diversity statements should be required by all schools. This memo will include examples of boilerplate language that schools can use in recruitment.

V. Faculty Equity Advisors

UCB, UCI, UCLA, and UCSD currently have faculty equity advisors. 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.

D&E members held a discussion on whether UCM should appoint faculty equity advisors. A suggestion was raised that one or two faculty members in each school could be identified as an advisor and he/she would undergo a brief training. The faculty member would then meet with search committees in each unit of the particular school and discuss the processes surrounding diversity in faculty applicant pools. However, this faculty member would have to be compensated in some way and it is an additional service burden.

The VPF suggested inviting a systemwide consultant on diversity to UCM and conduct a training session on diversity in faculty searches.

D&E members agreed that this would represent a culture change and should be introduced in phases. Phase 1 would be to establish diversity statements as a requirement across the schools. The next phase would be to identify one or two faculty members in each school to act as an equity advisor. Phase 3 would be to appoint one faculty member in each search committee to serve as an equity advisor for that search.

VI. Diversity Initiatives for Graduate Students

Prior to this meeting, Vice Provost & Dean of Graduate Education (VPDGE) Marjorie Zatz contacted the D&E chair and 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.

D&E members agreed that while the committee could “co-sponsor” this program with the Graduate Division, the committee should not be the sole reviewing body due to its small membership and unknown workload in its inaugural year as a standing committee.

ACTION: The VPDGE will be notified that D&E would be willing to assist her in identifying other reviewers for these awards but at this time, D&E will not serve as the reviewing panel. The VPDGE will also be notified that D&E can co-sponsor any awards that specifically relate to diversity and equity.

VII. Diversity in Program Review

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.

The D&E chair indicated that she suggested the diversity element in a PROC meeting she attended in the spring. D&E members agreed that the internal structure of programs should be re-examined with diversity implications.

ACTION: D&E will continue to discuss this item this year and send a memo of recommendations to Division Council and PROC.

VIII. VPF Updates

VPF Camfield updated D&E members on the following:

--The VPF had a meeting with Professor Yolanda Moses from UC Riverside who serves as the Special Assistant to the Chancellor for Excellence and Diversity. Their conversation consisted of campus demographics and challenges faced in graduate student recruitment and diversity. The VPF stated that he would like to facilitate exchanges between UCM and UCR. The D&E chair suggested an exchange program whereby UCM and UCR faculty members travel between campuses to deliver research presentations and met with undergraduate students.

--The VPF announced that he wants to change the MAPP revision cycle to start in fall and continue throughout the year with changes formally

implemented in July. He is currently working with IT to create a site where historical versions of the MAPP can be posted for reference along with a draft version on which faculty members can make comments and suggest revisions.

Advance Coordinator Morales updated D&E members on this year's faculty professional development workshop series:

--the first event of the academic year will be held this Wednesday, September 23 "Strategies for Academic Success". On October 12, APO will host the annual APO/CAP meeting with all faculty. In November, there will be an event on contracts and grants with Research Development Services Director Susan Carter.

D&E members noted that there is not yet a topic scheduled that is related to diversity. One member suggested an open forum in spring in which D&E can "launch" its plan of identifying faculty members in each school to serve as equity advisors during faculty searches. Alternatively, D&E could simply provide updates to attendees on its recommendation regarding diversity statements. Advance Coordinator Morales also suggested holding another faculty world café event on the topic of diversity.

IX. Committee Goals AY 15-16

D&E members agreed on the following goals:

- Review the guidelines for the selection of the Endowed Chairs, especially but not exclusively with regard to the Endowed Chairs section of the MAPP.
- Advise that diversity statements should be required in all faculty applications.
- Monitor efforts to include a diversity element into program review.
- Recommend the appointment of faculty equity advisors.
- Possible collaboration with VPDGE on graduate student innovation awards (co-sponsorship only).
- Collaboration with APO on faculty professional development workshop series.

X. PROC Representative

PROC has requested a representative from D&E to serve during AY 15-16.

ACTION: D&E Chair Golash-Boza will serve on PROC. D&E analyst will notify PROC staff.

XI. New Meeting Date for October

ACTION: D&E analyst will poll the committee for a new meeting date in October, as a member will be absent from the previously-scheduled October 19 date.

XII. Executive Session

This session consisted of voting committee members only and no minutes were taken.

There being no further business, the meeting adjourned at 4:00 pm.

Attest: Tanya Golash-Boza, Chair

Minutes prepared by: Simrin Takhar, Senate Analyst