

**Committee for Diversity and Equity (D&E)**  
**Minutes of Meeting**  
**September 6, 2016**

Pursuant to call, the Committee for Diversity and Equity met at 10:00 am on September 6, 2016 in Room 360 of the Kolligian Library, Chair Tanya Golash-Boza presiding.

I. Chair's Report

--Committee goals. Chair Golash-Boza summarized last year's goals and the status of their implementation:

- The Endowed Chairs proposal was approved by Division Council in spring 2016 and submitted to the Vice Provost for the Faculty (VPF), but too late to be incorporated into the latest version of the MAPP. D&E members discussed the option of requesting via Division Council that the VPF and Provost/EVC enact the endowed chairs proposal immediately rather than waiting until July 1 2017, the next implementation date for the next version of the MAPP.

**Action:** Chair Golash-Boza will notify Division Council in writing in advance of the Council meeting on September 8 of D&E's request to expedite implementation of the endowed chairs proposal.

- The Faculty Equity Advisors (FEA) proposal was approved by Division Council in spring 2016 and three FEAs – one from each school – were identified at the beginning of this semester. Each FEA is scheduled to participate in a workshop at UC Irvine or UC Davis before beginning their work with campus search committees.
- The AY 15-16 faculty diversity luncheon that was hosted by D&E and featured an external speaker was well-received and well-attended. D&E members agreed that a similar event should be held this year.

**Action:** Chair Golash-Boza will circulate a list of potential external speakers to D&E members for input.

- Implementing diversity criteria into program review via the Periodic Review Oversight Committee (PROC). As a result of D&E's request last year, all academic programs that undergo review must address diversity and equity. In addition, site visit teams are encouraged to meet with D&E members so that the members can provide the team with context about campus diversity issues.

**Action:** Committee analyst will research the role of other UC D&E committees in program review and in particular, their level of engagement with site visit teams. A request will be made to the PROC analyst to consider scheduling D&E members early in the agenda so that D&E members can provide diversity context to site team members before they begin meeting with campus constituencies.

- Diversity statements. Last year, D&E encouraged the Provost/EVC and school deans to require diversity statements from all faculty candidates. This was implemented and is now a requirement in all three schools.

Goals for AY 16-17 will include the monitoring of the aforementioned goals/initiatives. An additional goal is to review equity in the compensation given to Senate faculty members who hold administrative appointments. VPF Camfield stated that he asked school deans to revise their bylaws to issue an open call for the filling of administrative appointments for purposes of clarity and transparency.

**Action:** D&E members to review the compensation data presented at today's meeting and be prepared to share input at the October 18 meeting.

## II. Faculty Equity Advisors Appointment Process

Chair Golash-Boza has met with the three FEAs to discuss their new role. She intends to meet with them at the conclusion of their off-campus workshop to discuss ways they can engage with each other.

D&E members discussed the various issues surrounding the approval of one of the FEAs. It is possible that the committee “over consulted” and took into more consideration than needed the input of parties not directly involved in the appointment and approval process. The committee members discussed the option of modifying next year’s FEA nomination letters to the school deans and VPF to indicate that D&E is notifying them of the nominees, rather than seeking approval.

## III. Consultation with VPF

VPF Camfield updated D&E members on the following:

- UCM’s subscription to the National Center for Faculty Development and Diversity (NCFDD), which has been partially subsidized by UCOP, is set to expire this semester. VPF Camfield asked D&E members for input as to whether UCM should renew the membership. Is the level of campus faculty engagement sufficient to justify the membership cost? While the program has been useful in building capacity across campus by developing the next cohort of faculty members, it has become evident that graduate students and post docs are not being informed of the program’s existence. VPF Camfield will pose the same question to the members of the Faculty Welfare and Academic Freedom committee at their meeting next week.
- To monitor issues surrounding differential treatment in advancement, the VPF suggested that he appoint a faculty member in the part-time role of Associate Vice Provost for Equity. This individual would have access to advancement files and report to senior academic leadership.

- UCM is considering applying for an ADVANCE grant to expand opportunities for the professional development for faculty and/or graduate students and postdocs. The Office of Research and Development is hosting a faculty agency visit to Washington, D.C. November 2 – 4, 2016 for the purposes of faculty networking and gaining further information on ADVANCE grant opportunities. VPF Camfield asked D&E members to contact colleagues who would be interested in attending the agency visit.

#### IV. Consultation with Development & Alumni Relations (DAR)

VC Hoffman and AVC Mendenhall attended today's meeting for a discussion on increasing diversity in endowed chairs.

Chair Golash-Boza pointed out that other than the President's Postdoctoral Fellowship program, there is no systemwide initiative to encourage diversity in faculty hiring.

AVC Mendenhall indicated that diversity ranks high on the campus priority list for new endowed chairs. VC Hoffman stated that the senior leadership would likely be in favor of seeking new opportunities in this area. D&E members were asked to aid DAR in terms of helping to frame the focus of a future endowed chair for diversity: how to frame the criteria, determine the societal impact, how this potential chair fits in to the campus strategic vision, and help decide which school should house the chair. To the last point, D&E members stated that diversity and inclusion are issues of interest to all three schools.

**Action:** D&E members to identify individuals who could assist DAR in framing the focus of the potential endowed chair and provide them to VC Hoffman and AVC Mendenhall.

## V. Proposed Revision to Senate Bylaws

In AY 15-16, D&E members voted to revise the D&E section of the Senate bylaws to allow for an additional committee member (for a total of four, and at least one from each school). In today's meeting, members finalized the language of the proposed revision.

**Action:** Committee analyst will send a memo to the Senate Chair and chair of the Committee on Rules and Elections, requesting that the proposed bylaw revision be considered at the September 22 Division Council meeting.

## VI. Campus Review Items

D&E declines to comment on the following review items:

- Unmanned aircraft systems policy
- Interim policy on research data storage
- Abusive conduct policy
- Revised Heritage Studies minor (SSHA)
- Request to discontinue Services Science minor (SSHA)

**Action:** Committee analyst will inform the Senate Chair that D&E declines to comment.

There being no further business, the meeting adjourned at 11:30 am.

Attest: Tanya Golash-Boza, Chair