

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**Thursday, November 8, 2018****10:00-11:30am****KL 360****Materials Available on Box:****<https://ucmerced.box.com/s/1yqzhczytn70b5stk38z8zbu2uqso6to>**

- I. Consultation with Associate VPF Valdez (10:00 – 10:30 am)**
 - A. Strategies for Diversity in Faculty Hiring
 - B. Overview of the Role of the Associate VPF

- II. Chair’s Report – 5 min**
 - A. [DivCo Meeting](#) Update (10/23)
 - B. Upcoming Meetings with Systemwide Senate Leadership (11/26)
 - i. UC Merced Employees Access to Health Care (1:00-2:00pm)
 - ii. Faculty Equity, Inclusion and Diversity (2:00-3:00pm)

- III. Consent Calendar – 5 min**
 - A. Approval of the November 8 Agenda
 - B. Approval of the [September 13 Meeting Minutes](#)

- IV. Vice Chair’s Report – Asmeret Berhe - 5 min**
 - A. [UCAADE Meeting Update](#) (10/11/18)

- V. [PROC Updates](#) – Ahmed Arif – 5 min**

- VI. Discussion Items – 15 min**
 - A. Guidelines for Faculty Retention

This topic was discussed by D&E on September 13. Former Provost/EVC Peterson drafted guidelines last year for the Senate’s review. Several committees, including D&E, had critical comments. D&E’s memo can be viewed [here](#).

Action Requested: Should D&E propose an alternative faculty retention policy?
 - B. Senate Award for Contributions to Diversity

In previous discussions, D&E members suggested draft language for a potential, new Senate faculty award for Contributions to Diversity. The award would recognize a faculty member who has

excelled in at least two of the following three areas: contribution to diversity in research, teaching, or service (university or public) that fosters diversity.

Action requested: D&E drafts language for the potential award to submit to the interim Provost/EVC for consideration of funding.

C. Target of Opportunity Hires

D&E and FWAFF are in favor of advocating that the Provost hold in reserve some FTE lines for targets of opportunity/ diversity hires. CAPRA discussed this topic at its November 1 meeting and [made recommendations](#) regarding the criteria and number of FTE lines.

Action Requested: D&E discusses CAPRA’s data analysis and determines areas of collaboration.

VII. Campus Review Item – 5 min

A. [Principles to Guide the Use of Executive Sessions](#) – Vice Chair Berhe

The proposed principles and associated practices are intended to establish for committee members, consultants, guests, and the broader campus community, a set of expectations for how executive sessions are conducted in the Senate, and to promote consistency in the implementation of executive sessions across Senate committees. Should the principles be endorsed by the Senate, they will be posted to the Senate website in partnership with the [Guide to Committee Membership](#), which includes an overview of the purpose of executive session.

Action Requested: Members discuss guiding principles and reviewer’s comments. D&E’s comments are due to the Senate Chair by December 4, 2018.

VIII. Systemwide Review Items – 15 min

A. Proposed revised Presidential Policy on Sexual Violence and Sexual Harassment (“SVSH Policy”) – David Jennings

The draft revisions are proposed by Interim Systemwide Title IX Coordinator Suzanne Taylor, and were distributed for review to the UC Chancellors, the Director of the Lawrence Berkeley National Laboratory, the Chair of Academic Council, the Chairs of the Senate Divisions and the Vice President of Agriculture and Natural Resources. Interim Title IX Coordinator Taylor’s [cover letter](#) provides context and background.

Proposed Draft revisions are available [here](#).

D&E is not a lead reviewer.

Action Requested: Members discuss draft policy and associated reviewer’s comments. D&E’s comments are due to the Senate Chair by Tuesday, November 20, 2018.

B. [Presidential Policy BFB-RMP-7 Protection of Administrative Records Containing Personally Identifiable Information](#) – Chair Nobile

Members are asked to review and comment on the proposed revisions to *Presidential Policy BFB-RMP-7 Protection of Administrative Records Containing Personally Identifiable Information*. The [cover letter](#) provides useful context and background. The revised policy addresses the following key issues:

This agenda may contain confidential and privileged material for the sole use of D&E Members.

- Combines and updates BFB-RMP-7, Privacy of and Access to Information Responsibilities; BFB-RMP-11, Student Applicant Records; and BFB-RMP-12, Guidelines for Assuring Privacy of Personal Information in Mailing Lists and Telephone Directories
- Incorporates the UC Statement of Privacy Principles and Values
- Clarifies the roles of Privacy Officials, Records Management Coordinators and Information Practices Coordinators

D&E is a lead reviewer.

Action Requested: Members discuss proposed policy revisions and Chair Nobile’s comments. D&E’s comments are due to the Senate Chair by Tuesday, November 20, 2018.

IX. Informational Items – 5 min

A. FEA Training Materials from [UC Davis](#) and [UC Irvine](#). (For the Irvine materials, please click “Pre-Event Reading”).

X. Upcoming Business

A. December 6 D&E meeting: the three FEAs will be attending the meeting to talk about their work in faculty recruitment thus far in the semester.