

COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)**MINUTES****Monday, December 6, 2021****2:00-3:30pm**

Pursuant to the call, the meeting was convened at 2:03PM, with Chair Sandoval-Hernandez presiding.

I. Consultation with Vice Provost for Academic Personnel (VPAP) Matlock

In response to concerns that female faculty of color are not being advanced at the same pace as white male faculty, VPAP Matlock provided an oral summary analysis of data on accelerated promotion requests at UC Merced. The main finding was that women of color are doing better than white women and about as well as white men. The VPAP credited the faculty workshops for the preparation of case materials and for the reviewers, as well as contributions of the EDI committee and the CDO's office in changing the culture, for this finding.

EDI members and the attending guest (UCM Black Alliance representative) would like access to the data. However, due to the small size of the UCM campus, the identities of the faculty members being reviewed can be revealed very easily. VPAP Matlock offered to provide EDI with a couple of graphs that are aggregated at a high enough level to protect the identities.

A member pointed out that the data would not capture faculty members who decided not to seek acceleration. A discussion ensued on the decision-making process and criteria for acceleration, which, some members stated, are/are seen as lacking in clarity and transparency. The VPAP reaffirmed the importance of research in the review process and stated that department chairs can support faculty members by providing letters with the cases. Faculty members can also utilize the appeal process, which has overturned two cases this year.

II. Consultation with Associate Vice Provost for Faculty (AVPF) Valdez

- A. FEA Training at UC Merced—while it was intended to supplement the training at UC Davis, the Davis training was cancelled, making this the only training for FEAs this year. It went well, and the AVPF would be happy to share the resources with EDI.
- B. Proposed revised FEA Guidelines—the AVPF presented a draft via the Shared Screen option on zoom, and answered questions from EDI members about funding for the FEA program (which the AVPF expects to be permanently guaranteed by her office or the Provost's) and workload (six searches per year). If, as one EDI member expressed, EDI finds the workload to be excessive, the AVPF recommends that the committee propose to lower the number to 4 or 5, although she also stated that the average number of searches may be significantly smaller than 6 per year over the two year term of FEAs. A member suggested that the AVPF obtain estimates of how many hours FEAs spend per search, from former FEAs.

ACTION: AVPF Valdez will share the draft revised Guidelines with the committee for its review.

III. Consultation with Interim VC/CDO Howard

- A. CDO Updates—CDO's office is preparing for the changes in their office for next semester, becoming a division and expanding the scope to justice). OEDI is also advocating for robust use of data in strategic initiatives. By the first meeting of EDI in Spring 22, the Interim CDO can provide a more detailed picture.

IV. Consent Calendar – 5 min

- A. Today's agenda
- B. Meeting [Minutes](#) from November 8, 2021

Chair proposed a modification to today's agenda, to add a 5-10 minute executive session at the end. The Consent calendar was approved, with the addition of the executive session to today's agenda.

V. Chair's Updates – Chair Sandoval-Hernandez

- A. November 18 Divisional Council Meeting—DivCo continued its discussion of McKenzie Scott gift, of which the Chancellor allocated \$1 million to the Senate. CAP reported that it has not received any tenure and promotion cases this fall, which likely means delay in decisions in spring. DivCo voted in favor of temporary additional members to CAP, but the impact on meeting frequency/length will be hard to ameliorate. It was reported that UC Merced is the only campus where the library is closed on weekends, impacting students. It is not open on Saturdays and has limited hours on Sundays due to vacancy in a supervisory position.
- B. DivCo Workgroup on Equity, Diversity and Inclusion (the original charge is [here](#); the Workgroup's Action Plan is [here](#))—the group met with the external consultant, Jobi Martinez, who will assist with the study of the Senate that can benefit other parts of campus. Mini grant call for application is being prepared. Chancellor Muñoz extended the use of the funds until June of 2023.
- C. Numerous requests for EDI participation in searches and other initiatives—because of the shared governance model of UCs, EDI is often called upon to serve on searches and other initiatives. Member Sindi confirmed her willingness to represent UC Merced on STEMM Equity Achievement (SEA) Change Initiative, and also volunteered to serve on the Chancellor's Advisory Council on Campus Climate, Culture and Inclusion. AVPF Valdez suggested that, once the EDI Office's proposal to have an EDI Associate Dean in each school becomes a reality, these associate deans could be called upon to serve on searches instead of the EDI committee members. Interim CDO Howard confirmed that he is working closely with school deans. AVPF Valdez added that FEAs may also be able to serve when there are few faculty hires.

VI. Vice Chair's Updates—Vice Chair Medellin-Azuara

- A. PROC –Vice Chair reviewed Applied Math Graduate Program's self-assessment. PROC reviewed the external review team composition for Economics and Business Management, Interdisciplinary Humanities, and Community Research and Service programs.

VII. CACQI-EDI Joint Memo –Chair Sandoval-Hernandez, Guest Hanna Gunn, CACQI Co-Chair

Member Edwards proposed EDI to jointly transmit a [memo](#) with CACQI about the Lambda Alliance and the Pride Center. CACQI Co-Chair, Professor Gunn, updated EDI on the Lambda Alliance's finances and the staffing at the Pride Center. Professor Gunn has co-chaired CACQI since 2018. The campus has let the staff position of the LGBTQ+ Coordinator, who was supporting the Pride Center and the Social Justice Initiatives and Identity group, be vacant, resulting in an undergraduate student filling the position. The undergraduate student was also responsible for making the budget request for the Lambda Alliance, a student organization, and did not meet the deadline, resulting in funding shortage for the Lambda Alliance. It is CACQI's understanding that the campus does not intend to hire career staff to run the Pride Center. CACQI was not aware of the existence of the Lambda Alliance until this year. Co-Chair Gunn plans to meet with the undergraduate student staff. She will create a list of duties he has been performing, by late this week, and will share it with EDI.

Interim CDO Howard offered to engage the Chancellor directly in the conversation, although the funding issue with the Lambda Alliance may be under Division of Student Affairs, in which case it can be addressed with Vice Chancellor Nies. Co-Chair Gunn stated that the source of the Pride Center funding is unclear, as it has moved from CACQI to the EDI Office, after which the LGBTQ+ Coordinator was let go. She would like to request a career staff, or at least a graduate student and not undergraduate student, to fulfil the Coordinator responsibilities. Chair Sandoval-Hernandez recommended that the CACQI-EDI joint memo focus on the Lambda Alliance funding, and address the other issues in a longer term.

ACTION: EDI will wait for updates from CACQI Co-Chair Gunn on her meeting with the undergraduate student who leads the Lambda Alliance and works at the Pride Center.

(update: Interim CDO Howard reached out to Vice Chancellor Nies, who clarified the funding situation for the Lambda Alliance. It was also confirmed that the undergraduate student is an employee and not a volunteer at the Pride Center.)

VIII. New Items? -5 min

Chair introduced guest Christina Baker, a representative of UCM Black Alliance. Per consent calendar, Chair then proceeded to an executive session.

ACTION: The committee will wait for the data to be provided by VPAP Matlock until December 17. (Update: VPAP Matlock contacted Senate Executive Director Paul after the meeting. Any EDI member with inquiries about the data is to contact Director Paul.)

IX. Informational Items—none.

There being no further business, the meeting was adjourned at 3:44PM.