

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**Minutes****Monday, May 3, 2021 9:30-11:00am****Zoom Meeting:** <https://ucmerced.zoom.us/j/2092009728>

Zoom Phone: 1 669 900 6833, Meeting ID: 209 200 9728

Materials Available on Box:<https://ucmerced.box.com/s/57vb795a206mse6di8gf8hpvrnx9z9n2>

Pursuant to the call, the meeting was convened at 9:32AM, with Chair Sandoval-Hernandez presiding.

I. Chair's Updates – Chair Sandoval-Hernandez – 10 min (9:30-9:40)

- A. DivCo meeting (4/19 and 4/30): business as usual. Chancellor agreed to roll over the \$50K allotted for anti-racism Senate activities for this year to next year (more details below under B). The proposed MAPP 500 has been revised (the review was put on hold after faculty expressed concern) and was reviewed by CoR and GC. The main issue is that the MAPP policy would not work for some Academic Personnel—for example, an emergency hiring of an instructor for one semester. Some school executive committees also raised concerns. DivCo also reviewed the Senate-Administration task force (co-chaired by AVAP Matlock and CAP Chair Martini) AP guidance, to take the COVID-related impact/disruption (in research and teaching) into the personnel review process, and the proposed revisions to the Senate Bylaws.
- B. Anti-Racism Workgroup: discussed ideas for use of funds provided by the Chancellor (\$100K). A draft call for initiatives, up to \$5K grants, is being finalized. It is a one-time funding and must be used by June 2022. Another project under consideration is to hire external experts to evaluate UCM Senate efforts in EDI. Chair DeLugan has been interviewing scholars and entities who might conduct these studies, which would be used for self-reflection on our practices. Extending the study to departments and schools would be fantastic (currently the study is to be done for the Senate).

II. Updates from Associate Chancellor/Chief Diversity Officer Matos -15 min (9:40-9:55)— due to unforeseen circumstances, Wendy Puquirre attended as an alternate. She shared information about, and asked D&E members to spread the word and encourage participation in, the below-listed events. She, or other members of the AC/CDO's office, will forward information requested by D&E members (the agenda for the Open House, and the target audience/participants for the Summit).

- A. [Open House](#)
- B. [NADOHE Summit](#)
- C. [Equity Advancing Showcase on Education](#)

III. Vice Chair's Updates – Vice Chair Medellín-Azuara – 5 min (9:55-10:00)

- A. Faculty/Graduate Student Conflict Resolution Infrastructure Workgroup: it will be reviewing the latest version of the conflict resolution flowchart and accompanying text at its 5/10 meeting.

IV. Consent Calendar – 0 min (10:00-10:00)

- A. Approval of today's agenda
- B. Approval of the 4/12/21 Meeting [Minutes](#)

Action: The consent calendar was approved as presented.

V. Campus Review Items (10:00-10:15)

- A. [Draft Strategic Plan 2021-2031](#) and supplementary table of measures and targets --**Member Edwards and Vice Chair Medellín-Azuara** (Reviewers' comments are available [here](#))
Vice Chair and Member Edwards presented their reviews. A discussion ensued about whether a separate EDI strategic plan, as proposed in the Draft Strategic Plan, would be preferable to an integral strategic plan, which, by its very design, demonstrates that EDI is integral to every aspect of the university. Members also discussed the need for consultation with campus stakeholders such as the Staff and Faculty of Color Association and the UC Merced Black Alliance, and for more specific recommendations for attaining diversity beyond the numeric targets based on the composition of bodies such as students, staff, and faculty. Chair suggested that D&E request extension to the deadline in order to incorporate member comments into the committee review.

Action: Request an extension to transmit comments to the Senate Chair, until Monday, May 10.

B. [MAPP 016-Discipline-Vice Chair Medellín-Azuara](#)

Vice Chair's review centered around the following. He will send his review notes to the analyst to draft a memo.

Clarification of the title: VPF is referred to as VPAP, but the organizational chart still shows as VPF.

Academic sanctions: the investigative officer, designated by VPAP to conduct the investigation, can make recommendations for sanctions. He would suggest a rubric/rules for determining the sanctions.

Communication and confidentiality: it is stated that only the PNT Chair should have access to confidential information, but a designee (and not the chair of PNT) may be communicating with the respondent.

Action: Transmit committee comments by May 7, 2021.

VI. Discussion Item: Consideration of DEI Work in Promotion -Members Menke and Sindi (10:15-10:30)

Members Menke and Sindi updated D&E that a draft memo is in the making, and they would like their advise on how to present it. AVPF Valdez suggested that D&E ask Member Malloy, then consult with Senate Chair DeLugan. The AVPF also recommended reaching out to FWAF. She has talked with Davis's VPAA, and will meet with members Menke and Sindi.

Action: Member Menke will schedule a meeting with the AVPF.

VII. Consultation with Associate Vice Provost for the Faculty Valdez--30 min (10:30-11:00)

A. FEA Call for Nominations: the previous calls, for the 2019-21 FEAs, are [here](#). The AVPF and D&E identified the necessary revisions (the office's name, to VPAP; the number of FEAs, to one per school). It was agreed that UC Merced needs to continue to develop FEAs.

B. [Draft Memo](#) on Using DEI Statements in the first round in faculty searches: The AVPF requested comments from D&E members. A member shared the rubric used at UC Berkeley for assessing candidates on DEI contributions: <https://ofew.berkeley.edu/recruitment/contributions-diversity/rubric-assessing-candidate-contributions-diversity-equity>. It discusses calibration of searches, which the AVPF considers a best practice. After some discussion, all agreed on having a second (research/teaching) statement in addition to the diversity statement in the first round. The AVPF clarified that this would be a 3-5 year proposal, at the end of which it would be assessed and revised. In response to a question from a D&E member that rubrics may be against the law, she stated that there may be misunderstanding about the distinction between quota and rubrics. The AVPF will also email D&E members information about UC Davis Law School's webinar on the use of Diversity Statement in faculty searches.

C. Revised Conflict Resolution [Flowchart](#) and [text](#): faculty part has been incorporated. The AVPF will add a line for the faculty relations liaison, who would be a counter-part to the graduate academic counselor. The intent is to keep conflict from escalating to the dean level without going through the more local levels. The AVPF also revised the text that had been focused on maintaining the faculty-graduate student relationship, because sometimes it is better to separate. The AVPF added that the change of advisor form now has a checkbox that states that the current advisor has been consulted, so that the faculty is not the last person to learn about the change. Member Menke made suggestions for visual improvements (color-coding, image-coding, and legends), and will follow up by email with the AVPF. A member added that clarification on which chair to consult would be helpful, especially for interdisciplinary graduate groups. They would like to review the materials more carefully. The AVPF responded she would welcome the review.

VIII. New Items? Proposed Presidential [Policy for the SARS-CoV-2 \(COVID-19\) Vaccination Program](#) (review due 5/17/21)

Action: Request Member Malloy to lead the review. All members will review by email.

IX. Informational Items

There being no further business, the meeting was adjourned at 11:02AM.