COMMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)
Meeting Minutes
Thursday, May 18, 2023
3:00-5:00pm
ADMIN 245

I. **Consent Calendar {3:00-3:05pm}**
   A. Today's agenda
   B. April 20 Draft Minutes

   The Consent Calendar was approved as presented.

II. **PROC's Proposal to include diversity, equity, and inclusion in UC Merced Principles of Assessment {3:05-3:15pm} –Chair Menke and Member Ghezzehei**

   Chair Menke shared the proposal and mentioned this is a good use of assessment, especially as a minority serving institution. Chair LiWang is waiting on EDI to provide feedback in order to report back to DivCo, and ultimately report back to PROC. No further comments were discussed.

   Action: EDI Chair will present EDI's comments to DivCo.

III. **Systemwide Review Items – Chair Menke {3:15-3:40pm}**
   A. APM 210-Review and Appraisal Committees
      The proposed changes include the addition of mentoring to criteria and assessment, revisions to evaluation and evidence of teaching and mentoring effectiveness, contributions to diversity, equity, inclusion, and equal opportunity for policy-covered librarians, minor additions of numbering for clarity, and technical revisions for grammatical consistency. Proposed substantive changes are made to the following APM - 210 sections:
      - 210-1   Instructions to Review Committees That Advise on Actions Concerning Appointees in the Professor and Corresponding Series;
      - 210-2   Instructions to Review Committees That Advise on Actions Concerning the Professor of Clinical (e.g., Medicine) Series;
      - 210-3   Instructions to Review Committees That Advise on Actions Concerning the Lecturer with Security of Employment Series;
      - 210-4   Instructions to Review Committees That Advise on the Appointment, Merit Increase, Promotion, Career Status Actions for Members of Librarian Series;
      - 210-6   Instructions to Review Committees That Advise on Actions Concerning the Health Sciences Clinical Professor Series.

In addition, it is proposed that APM section 210-5, Instructions to Review Committees that Advise on Actions Concerning Appointees in the Supervisor of Physical Education Series be removed as this title series has been discontinued and no appointees remain in the title, and that Appendix B be removed since it expires June 30, 2023.

- [Memo from Vice Provost for Academic Personnel & Programs Haynes](#)
- [Proposed Revisions to APM 210 with changes tracked](#)
- [Proposed Revisions to APM-210 without changes tracked](#)

Feedback from the Black Alliance has not yet been received. Black Alliance feedback will mostly be about the UCM implementation of APM 210, and how we are evaluating contributions to EDI. The concerns were a bit less about the language of APM 210, and it is uncertain if Black Alliance will have anything specific about the mentoring revisions.

A member mentioned that the recent revisions include more emphasis on mentoring, under the way that teaching will be evaluated.

Another member stated that there used to be a lot of emphasis on student evaluations. It seems that the revisions are in response to complaints about teaching evaluations biases. There has always been a discussion on having at least 2 ways of evaluating teaching effectiveness, but it has not been fully implemented. One thing that a member noticed was that the revisions explicitly mention that there has to be more than one way of evaluating teaching. This information can be found in the "Teaching Effectiveness" section of the document. In regard to mentoring, graduate students are usually lumped with research, and it is not necessarily the best way to do that. A member stated that the revisions are trying to distinguish that to split that from research and including it as a part of the teaching responsibility.

Chair Menke reiterated, as a member pointed out, there is policy and there is implementation. APM 210 talks about how diversity should be assessed, just how teaching and research are assessed. Chair Menke mentioned that she has never heard of faculty being denied tenure for poor teaching or service. Chair Menke also mentioned that the New York Times published an article from physical chemists who expressed diversity considerations take away from the quality of science. Chair Menke asked members if the mentoring piece was critical to the research, and if this was going to be used as a way to further devalue mentoring work, due to the bias towards the research category.

A member stated that there seems to be concerns that too much diversity is put on teaching and not as part of the research component of the evaluation. Chair Menke added that a lot of EDI work is characterized only as service. Josue stated that when it comes to self statement, it is very ad-hoc.

In response to concerns about APO's implementation of these revisions, AVPF Song assured members that they should not worry about this as APO's role is to follow the process. APO is a minimal part of the process. Rules will need to be followed by others in Schools (departments, review committee).

A member commented that it would be useful to update the MAPP in light of these revisions. VPAP Tom Hansford plans to do that, and wants to make sure that APM 210-d, that explicitly lists diversity work, is not just an embedded link in the MAPP but clearly described in the MAPP.

Action: Chair Menke will email Whitney and Josue after the meeting to gather ideas. EDI's comments are due to the Senate Chair by June 2, 2023.

B. APM 710, Leaves of Absence/Sick Leave/Medical Leave
The proposed changes are largely technical revisions to add a designated person for family and medical leave due to changes to the California Family Rights Act (CFRA), effective January 1, 2023. Proposed substantive changes are made to the following APM - 710 section:

- 710-20 Use of Proposed Sick Leave

The proposed substantive change allows academic appointees to use accrued sick leave for medical appointments or illness of a designated person.

- [Memo from UC Vice Provost for Academic Personnel & Programs Haynes](#)
- [Proposed Revisions to APM-710 with changes tracked](#)
- [Proposed Revisions to APM-710 without changes tracked](#)

Chair Menke shared the proposed changes with members. Chair Menke asked a member to take the lead on reviewing this item.

Action: EDI Member Teamrat will lead the review and provide comments. EDI's comments are due to the Senate Chair by June 2, 2023.

IV. **Chair's Report – Carrie Menke {3:40-4:00pm}**
A. DivCo Updates
A member attended the Divco meeting on behalf of Chair Menke, and provided updates to the committee. Some students have been admitted to UC Merced with some commitment to continue to the medical school with UCSF. Several members of DivCo believed that this needed to be a formal proposal to be reviewed and approved by DivCo. Ultimately, it was clear that there is no new program since the students are being admitted to the existing program, so there is nothing to approve for DivCo.

There were two data science programs that were approved: one from the School of Natural Sciences, and one from School of Engineering. The proposal for a campus wide Honors program has been approved.

B. Anti-Racism Mini Grants
Chair Menke thanked members for reviewing the applicants. Chair Menke will work with Fatima Paul to contact the consultants.

C. **Faculty Equity Advisors**
Chair Menke reported that there are 3 from the School of Social Sciences, Arts, and Humanities, 1 from the School of Natural Sciences, and nobody from the School of Engineering. Numerous people have been emailed, and a member will plan to follow up with faculty members to encourage nominations. There are concerns on how EDI should move forward, considering that there are not enough candidates. A EDI member that is associated with the School of Engineering mentioned that he is willing to partake if there are no other option.

Action: Chair Menke and Member Medellin-Azuara will review the 3 nominations for the School of Social Sciences, Arts, and Humanities.

V. **Reflections and Recommendations for EDI AY 23-24 {4:00-4:20pm}**
Priorities established for AY 22-23 are available here.

Chair Menke asked AVPF Song if there are any recommendations for EDI to achieve. AVPF Song suggested to identify the existing slow processes the committee hopes to change for the inclusion and improvement of the campus community. There are always short-term issues on campus that can greatly contribute to inclusion and EDI principles, such as the hiring processes. In regards to FEAs, AVPF Song suggested to observe what the resources are behind recruitment, as this has been a challenge to recruit candidates to serve as FEAs in the past.

VI. **Other Business? {4:20-5:00pm}**

Chair Menke asked EDI members to come up with goals and ideas for the committee to pursue the following year. Members discussed their suggestions/input.

Ko Yang stated that the call for the Associate Dean for EJIE will go out in the Fall. There will be one Associate Dean of EJIE per school. A member expressed that the School of Engineering was upset for not having an Engineering faculty serve as the Associate Dean of EJIE. Another member added that these positions differ from others in terms of compensation, which makes this position less attractive. The administration is pushing for compensation for the position of the Associate Dean of EJIE.

Ko Yang expressed that the committee should explore ways that EDI can be a component to helping SFC.