

COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)

Agenda
Wednesday, October 11, 2023
9:00 – 10:30am
ADMIN 345

- I. Chair’s Report – Marcos Garcia-Ojeda {9:00-9:20am}**
- A. DivCo Updates (September 14 and 28)
 - B. Shared Governance Retreat (September 29)
 - C. Appointment of one additional FEA
- II. Consent Calendar {9:20-9:20am}**
- A. Today’s agenda
 - B. September 13 draft Meeting Minutes
- Requested Action:** Approval of the Consent Calendar
- III. Informational: EDI Representatives/Liaisons {9:20-9:25am}**
- A. UCM Black Alliance (Dalia Magaña)
 - B. Periodic Review Oversight Committee (Marcus Lee)
 - C. Chancellor's Council on Climate, Culture, Antiracism and Equity (CCCAE) (Katie Brokaw)
- IV. Public Health Program Review Site Visit (September 25) – Dalia Magaña {9:25-9:35am}**
- V. Discussion: EDI Priorities AY 23-24 – Chair Garcia-Ojeda and All {9:35-9:45am}**
- Requested Action:** Members finalize top priorities for AY 23-24.
Listed below are last year's EDI's priorities.
- Develop robust communication and coordination between EDI committee and various campus stakeholders: Schools Executive committees and Associate Deans, CDO/Office of EDI, Office of Social Justice Initiatives and Identity Programs, representatives for Unit-18 lecturers, Office of the Vice Provost for the Faculty, Faculty and Staff of Color, Black Alliance, etc.
 - Absorb and oversee the continuing work from the anti-racism working group by awarding mini-grants and coordinating with the consultant and DivCo for the Senate anti-racism self-assessment.

- Review current trends on recruitment, retention, tenure & promotion for underrepresented faculty, including requested vs. awarded accelerations.
- Proactively work to further equity, diversity, inclusivity, and social justice at the campus and systemwide levels.

The following priorities were proposed via email:

<https://ucmerced.box.com/s/v93oyzuvwdnvqcen5f38vgs4u3zquoz2>

VI. Updates from Associate Vice Chancellor for EJIE Valdez {9:45-10:05am}

A. EDI Training Modules

Link to video shared with EDI members on 10/2:

https://www.youtube.com/watch?v=qsUm_kkdwBs

B. Associate Deans for EJIE

VII. Systemwide Review Items {10:05-10:25am}

A. Proposed Amendments to Senate Bylaw 55 (Departmental Voting Rights)

The amendments were proposed by the University Committee on Academic Personnel (UCAP) and endorsed by Academic Council last academic year. The memo from Academic Council Chair James Steintrager offers some background for the proposed amendments. Amendments are provided in tracked changes on pp. 4-7.

Lead Reviewers: Chair Marcos Garcia-Ojeda and Vice-Chair Katherine Brokaw.

A draft memo was shared with members on Friday, October 6.

Requested Action: Members approve draft EDI response, available here.

EDI's comments are due to the Senate Chair by October 20, 2023.

B. New Academic Personnel Manual (APM) section 672 – Negotiated Salary Program

The proposed new APM would codify into policy to Negotiated Salary Trial Program (NSTP), which was first implemented in 2013. The Academic Senate reviewed the report of the NSTP Phase 2 Taskforce in **July 2022** (UCM's comments are available on pp. 36-42). The Senate also reviewed the NSTP in **2017** (UCM's comments are on page 28) and prior to this, when it was proposed in **2012**. **The memo** from Vice Provost Haynes offers additional background.

The purpose of the Negotiated Salary Program (NSP) is to provide a mechanism for participating campuses to augment faculty compensation basis according to the

competitive requirements of academic disciplines. Specific goals of the Program include:

- To recruit and retain outstanding faculty by leveraging external, non-state-appropriated funds;
- To encourage and recognize significant contributions to the University mission; and
- To offer negotiated compensation to participating general campus faculty.

Key Policy Provisions

- **Eligibility:** Eligibility is limited to Senate faculty and Acting appointees in Senate titles. Faculty who hold appointments in a Health Sciences school, college, or department with a Health Sciences Compensation Plan are not eligible to participate in the NSP.
- **Implementation Plan:** Each campus must develop an Implementation Plan that is consistent with the policy. The Implementation Plan will be reviewed by the appropriate division Academic Senate committee, approved by the Chancellor, and reviewed by the UC Provost/EVP prior to implementation.
- **Contingency Plan:** The Campus Implementation Plan must include a Contingency Plan outlining a strategy for covering the agreed-upon compensation to each NSP participant in the event that current-year income is unexpectedly insufficient to do so.
- **Good Standing Criteria:** Written Good Standing Criteria shall be established at the campus level and must be included in the Campus Implementation Plan. Faculty participants in the NSP must be in Good Standing, make significant contributions to the mission of the University, and meet all other conditions of the campus plan.
- **Negotiated Salary Component:** The Negotiated Salary component cannot exceed 30% of the Base Salary that was in effect on July 1 of the proposed participation year.
- **Range Adjustments:** Covered Compensation is eligible for the general range adjustment, but the Negotiated Salary Component will be adjusted so that the Total UC Salary Rate remains unchanged.
- **Summer Ninths:** To be eligible for NSP, the candidate must take the maximum amount of summer salary available to them unless the Campus Implementation Plan includes provisions allowing participants to take fewer summer ninths. Locations have authority to grant exceptions to the summer ninths requirement. Campus Implementation Plans shall address the process by which a participant may request an exception to the summer ninths requirement.
- **Leaves of Absence:** Salaried leaves of absence will be paid at the Total UC Salary Rate, which includes the Negotiated Salary Component. In the event of a funding shortfall, the Contingency Plan will be implemented to resolve the shortfall.

- **Data Collection:** Appendix A (third attachment) establishes minimum requirements for collection of data on which locations must be prepared to report, if requested to do so.

Requested Action: Identify an EDI lead reviewer. The lead reviewer's comments will be circulated via email **by Friday, October 20.**

Comments are due to the Senate Chair **by Friday, November 3, 2023.**

C. Proposed Presidential Policy on Vaccination Programs

The tracked changes version and the explanatory cover letter from UCOP are available via the above link.

Requested Action: Determine if EDI will offer comments. If opining, the lead reviewer's comments will be circulated via email **by Monday, October 16.**

Comments are due to the Senate Chair **by Friday, October 20, 2023.**

VIII. Other Business {10:25-10:30am}