

**COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)****Wednesday, November 8, 2023****9:00 – 10:30am****ADMIN 345****MINUTES OF MEETING**

Pursuant to call, the Committee for Equity, Diversity and Inclusion met at 9:00am on November 8, 2023. Chair Marcos Garcia-Ojeda presiding.

**I. Chair's Report – Marcos Garcia-Ojeda****A. DivCo Updates (October 12 and 26)**

DivCo members endorsed the Senate Bylaw 55 changes.

**B. UCAADE Updates (October 26)**

UCAADE consists of the Chairs from all DEI committees at the 10 UC campuses.

Topics discussed at the meeting included the following:

- A proposal regarding APM 210 which would clarify mentoring criteria for faculty.
- A proposal addressing the title change from LPSOE to Teaching Professor.
- The advancement of a UCOP faculty diversity program that awards grants to faculty. The program aims to improve three areas: retention, recruitment, and climate. The next call will be issued soon.
- The SEA Change Initiative, which aims to advance faculty equity, diversity and inclusion.
- There is a push from the Regents and the Governor to advance online education programs. Conversations are still being held to determine what that would look like and how that may impact faculty.
- There was a discussion regarding the Systemwide review of APM 672. It was noted that it may be unfavorably benefiting faculty with grants or in certain disciplines that acquire more money.
- In a consultation with VPAPP Haynes, members discussed the current changes in graduate education. UCOP is currently working to clearly define what the academic expectations are, what enrollment management is going to look like, and where the financial support for graduate students is going to come from. It was noted that some of the changes may bring issues of inequity to faculty who mentor a large number of graduate students.

**C. Meeting with FWAF Chair (October 31)**

Chair Garcia-Ojeda met with FWAF Chair Jason Beaster-Jones to discuss the challenges faculty are experiencing with the financial system and how those challenges are preventing faculty from executing programs that will increase equity and inclusivity on campus. Specifically, the impact of the process to invite faculty visitors to campus. When a visitor is invited to campus, faculty must create an account for each visitor as a

vendor in order to pay them an honorarium. This is creating additional work for faculty as several steps are required in the process. To address this issue, FWAF and EDI will collaborate on a memo to send to the Senate Chair requesting that the administration streamline this process.

**Action:** Chair Garcia-Ojeda will share his meeting notes with EDI members.

## II. Consent Calendar

- A. Today's agenda
- B. [October 11 draft Meeting Minutes](#)

**Action:** Today's agenda and the October 11 Meeting Minutes were approved as presented. The EDI analyst will update the Senate website accordingly.

## III. EDI Representatives/Liaisons

- A. [Periodic Review Oversight Committee](#) - Marcus Lee

- Update on November 1 meeting

PROC is currently conducting various reviews. In reviewing the different programs, it was noted that departments are experiencing difficulty with the lack of institutional data that is available for departments to use in their self-studies. Having better data would enable departments to consider EDI metrics within their programs.

The new General Education revisions allow students to graduate having taken three STEM courses and no arts and humanities courses. This means that it is now possible to graduate from UC Merced without having taken any arts and humanities courses. The majority of UC campuses require that students take at least two arts and humanities courses. It was noted that this is an equity issue regarding new credit hours, student retention, faculty welfare, and even the survival of some departments.

- B. [Chancellor's Council on Climate, Culture, Antiracism and Equity \(CCCAE\)](#) – Chair Garcia-Ojeda

- Update on October 24 meeting

Chair Garcia-Ojeda attended the October 24 meeting in Vice-Chair Brokaw's place.

The CCCAE develops and implements accountability measures for campus-wide initiatives aimed at combating racism and provides oversight for the Valuing Black Lives initiatives. They made twenty-three recommendations, eight of them for immediate implementation within one year, six of them for short-term implementation within two years, and nine long-term recommendations for implementation within 5 years. The immediate and short-term initiatives are already underway.

It was noted that UC Merced students use counseling services at a much higher rate than students at other UC campuses. Moreover, appointments with UC Merced Counseling and Psychological Services (CAPS) are impacted, and students sometimes experience

difficulties getting appointments. Because of this, CAPS is looking to hire additional staff in order to better serve the students.

**Action:** Chair Garcia -Ojeda will share his notes from the meeting as well as some information about the SEA Change Initiative.

#### IV. Update from Associate Vice Chancellor for EJIE Valdez

##### A. Update on Associate Deans for EJIE

AVC Valdez is currently writing a report covering what happened with the previous AD for EJIE positions, what the positions have become, and what the positions may look like in the future. At this time, it looks as if the positions will be housed in the schools. It was noted that the past positions were an exploratory pilot, so moving forward the positions may look different.

There are currently two drafts of applications from two of the three schools. AVC Valdez noted that each of the drafts are very different from each other, which can be expected as the schools may have differing visions of the positions to serve their own school's needs.

Moving forward, the compensation for the positions will be increased to 50% with the understanding that the positions will be funded by the schools. This potentially means a school may choose not to have an AD for EJIE position. In addition, staff support will be provided by EJIE. It was noted by members, however, that if these are school positions, staff support should be within the schools. There may also be a teaching release associated with the position, however the duties and compensation of the positions are still being refined and may also vary between schools.

Members discussed concerns with having each school tailor the position differently. It was noted that what the schools want to do with the positions may be at odds with what the institution envisioned for the positions. AVC Valdez agreed but also noted that the ADs may have different EDI issues to address as each school may have its own EDI challenges. In addition, EJIE is working to provide more support around these positions and similar issues to see that the institution speaks with one voice.

#### V. [PROC's Proposal to include diversity, equity, and inclusion in UC Merced Principles of Assessment](#) – All

- PROC has invited the Academic Senate to review an addition to the UC Merced Principles of Assessment to reflect the importance of DEI in its assessment practices.
- This item was previously discussed at the [March 16, 2023, EDI meeting](#) but not finalized due to the end of the semester

**Action:** Member Lee and Vice-Chair Brokaw will serve as lead reviewers. Their comments will be circulated via email by Monday, November 20 and will serve as

the basis for EDI's official response to PROC. PROC Representative Marcus Lee will then report on this item at a future PROC meeting.

#### VI. **Discussion: EDI Priorities AY 23-24 – Chair Garcia-Ojeda and All**

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.

Priorities were proposed via email.

**Action:** Members to incorporate issues described in the Science Advances article into EDI's AY 23-24 priorities.

#### VII. **Science Advances Article – Chair Garcia-Ojeda**

Gender and retention patterns among U.S. faculty.

Chair Garcia-Ojeda proposed that the article assist in guiding the committee to form some of EDI's AY 23-24 priorities.

The article noted that women are underrepresented among faculty in nearly all academic fields. The study also showed that women leave academia at a higher rate than men at every career age. Furthermore, the study found that women are more likely than men to feel pushed from their jobs and less likely to feel pulled towards better opportunities. Additionally, the study found that women leave or consider leaving their positions because of workplace climate more often than work-life balance.

Members discussed the article and noted how its findings could relate to UC Merced. It was noted that the committee should use the article as a reference, but also think about conditions that are unique to UC Merced. Most UC campuses require faculty to publish their research in order to advance, however, at UC Merced there are additional conditions to consider. UC Merced is a relatively new campus that requires a large service load from faculty in addition to a vulnerable student population who require a lot more time from faculty. Often, male faculty will choose to publish in order to advance, while female faculty will take on more service in addition to their teaching and research.

AVC Valdez noted that she has been looking over the Faculty Experience Survey in relation to the SEA Change Initiative. The SEA Change Initiative is something all UC campuses are participating in. The goal is to identify equity gaps in whatever areas each campus chooses to prioritize. Then each campus can use data to drive decision making and initiatives to assist in closing those equity gaps. Findings from the Faculty Experience Survey show that Assistant Professors feel positively about their service, merits, and that their EDI is being considered and valued. Associate and Full Professors, however, are showing high rates of disagreement that the campus and their colleagues are looking out for their well-being.

Additionally, the Faculty Experience Survey data showed low numbers in faculty feeling psychological safety. Members discussed the challenges in changing this type of culture and increasing these numbers. One challenge is that people do not report hostility, exclusion, bullying, etc. and do not feel protected while reporting. Another noted challenge was how to incentivize faculty to attend trainings and workshops in order to learn best practices in engaging in difficult conversations. One suggestion was to work through the departments and another suggestion was to lead with data.

### VIII. Campus Wide Review Item

#### A. Revised Biology B.A. Degree Program

Proposal for the establishment of a Biology B.A. Degree Program.

Upon approval, the program will be implemented in Fall 2024 for existing students, and available for new first-year students in Fall 2025.

**Requested Action:** EDI to decide whether to opine. If opining, assign a lead reviewer. Lead reviewer's comments will be circulated via email by Monday, November 13 and will serve as the basis for EDI's official response.

Comments are due to Academic Senate Executive Director and Senate Chair **by 5:00pm Friday, November 17, 2023.**

Members declined to opine.

**Action:** EDI analyst notified the Academic Senate Executive Director that EDI declined to opine.

### IX. Call for FEA Nominations

On October 16 a call for nominations was distributed to [SNS](#) and [SSHA](#).

**Action:** EDI voting members voted on nominations via email.

**X. Other Business**

There being no further business, the meeting was adjourned at 10:30am.

Attest: Marcos Garcia-Ojeda, EDI Chair