

COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)

**Thursday, January 25, 2024
10:00 – 11:30am
ADMIN 245
MINUTES OF MEETING**

Pursuant to call, the Committee for Equity, Diversity and Inclusion met at 10:00am on January 25, 2024. Chair Marcos Garcia-Ojeda presiding.

I. Chair's Report – Chair Garcia-Ojeda**A. [DivCo Updates](#) (December 14 and January 22)**

Updates from the December 14 DivCo meeting included:

- Interim EVC/Provost Zatz asked for input on how her discussions with DivCo and CAPRA should be best communicated to the faculty as she wants to be transparent. DivCo members pointed out that School Executive Committee Chairs attend Council meetings and can share updates with their Schools.
- Interim EVC/Provost Zatz shared a faculty head count spreadsheet that included faculty hires and departures from 2020 to the current academic year. Additionally, she noted that the campus was over budget by 16 faculty lines.
- CoR Chair Ye provided a summary of the Policy for the Establishment and Review of Centers. DivCo members endorsed the revised Centers Policy.
- DivCo endorsed UGC's approval of the Proposal for a B.A. Degree Program in Biology, effective Fall 2024.
- LASC Chair Ojeda gave a presentation including Open Access, the LASC White Paper, and the library's budget concerns.

Updates from the January 22 DivCo meeting included:

- Financial Management and Reporting Task Force Co-Chair Khatri provided an update regarding the establishment of three subcommittees within the Task Force.
- GC Chair Scheibner provided an update on the Revised Policy for the Establishment of Hybrid Undergraduate/Graduate Programs.
- Recreation and Athletics Executive Director David Dunham presented on UC Merced Athletics transitioning from the NAIA conference to NCAA, Division 2. He noted that the transition will be funded through student fees and switching to the NCAA will limit athletic teams traveling outside of California for conference competition. Additionally, he noted that they are still in the application process and need to be evaluated before being accepted into the NCAA.

B. [UCAADE Update](#) (January 18)

A consultation was held with UCOP Office of Academic Personnel and Programs. Members discussed some opposition to using AP Recruit. Math faculty across all

campuses input their materials into a different system, math-jobs.com, and must also input their materials into AP Recruit. This has created extra work which could be a potential equity issue.

A consultation was held with Senate Leadership regarding the formation of a committee to oversee online education. Chair Garcia-Ojeda noted that two proposed online programs at sister campuses have not moved forward successfully.

UCAADE members discussed and endorsed Systemwide Review Item - Proposed Revisions to Academic Personnel Manual (APM) Section 285, Lecturer with Security of Employment Series.

II. Consent Calendar

A. Today's agenda

B. [December 13 draft Meeting Minutes](#)

Action: Today's agenda and December 13 meeting minutes were approved as presented. The Senate website will be updated accordingly.

III. AVPAP Report – AVPAP Song

UC Merced is continuing its membership with the National Center for Faculty Development and Diversity (NCFDD).

The Academic Personnel Office (APO) has revised their website to include more information on UC Merced's institutional membership to the NCFDD. This platform provides a host of webinars, workshops, faculty development activities, etc. There is a good distribution of usership across campus, however, AVPAP Song encouraged EDI members to spread support for NCFDD as it is being underused. APO will distribute an email soon to remind employees that UC Merced is an institutional member and will also include instructions on how to sign up.

Action: Members are encouraged to spread support for the NCFDD.

The new Faculty Equity Advisors (FEAs) have been onboarded. SNS and SSHA now have FEAs through next year, however SOE will need a new FEA in the Fall. Member Medellín-Azuara inquired as to when the process begins to appoint new FEAs. It was noted that the call comes from EDI in the Spring. Members decided to gather materials to begin the appointment process soon.

Action: Fatima will send last year's FEA Call materials to Member Medellín-Azuara.

IV. Faculty Experience Survey – AVC Valdez

AVC Valdez presented slides containing results on the Faculty Experience Survey. The presentation focused on results related to faculty advancement, compensation, and job satisfaction in relation to rank and various identities that individuals associate with.

Following the presentation, AVC Valdez pointed out that it is important to acknowledge that UC Merced is not the only institution with these types of results because the national statistics reflect similar trends. She additionally noted that even though this is the case, it is still important to take a look at where the gaps are and how to fill them.

V. **Academic Senate Awards Call – Chair Garcia-Ojeda**

The Call for Nominations will be sent out soon.

Chair Garcia-Ojeda was recently notified that there is additional money available for this year's Academic Senate EDI Award. The additional money could be used to increase the award amount or alternatively be used to give multiple awards instead of one award. The committee discussed various ways the additional money could be used and decided it would be best to take advantage of the supplemental funds.

Action: Members established an Awards Subcommittee. EDI analyst will send last year's Call to the subcommittee. The subcommittee will evaluate last year's Call and decide if any revisions are necessary.

VI. **Guidelines for DEI Statements in Promotion/Tenure Cases – Chair Garcia-Ojeda**

UC Merced's current guidelines for DEI statements can be found [here](#).

A list of similar policies and practices at other UC campuses can be found [here](#).

Chair Garcia-Ojeda noted that most campuses did not have a resource for DEI in faculty promotion and tenure cases, with the exception of UC Irvine. He suggested that UC Irvine's resource could be used as a starting point for the committee to enhance UC Merced's own guidelines.

Action: Members are to review the [UC Irvine resource](#) aimed at faculty promotion and tenure, and bring suggestions that are applicable to UC Merced to EDI's February meeting.

VII. **Systemwide Review Items – Chair Garcia-Ojeda**

A. **Interim Report of the Academic Planning Council (APC) Working Group on the Future of Doctoral Education** at the University of California

The APC Working Group is a joint administration/Senate working group that was appointed in the summer of 2023 to advise the University community on the future of graduate education. It is co-chaired by UCSB Senate Division Chair Susannah Scott and UCI Dean of Graduate Studies Gillian Hayes.

Comments are due to the Senate Chair **by Thursday, January 25, 2024**.

Action: Members approved EDI's draft response memo. EDI analyst will transmit the approved memo to the Senate Chair.

B. [Proposed revisions to Academic Personnel Manual \(APM\) – Section 285, Lecturers with Security of Employment Series](#)

The policy includes the following key revisions:

- Revised name of “Lecturer with Security of Employment (LSOE) series and ranks to “Professors of Teaching”
- Removal of Appendix A

EDI is a Lead Reviewer

Comments are due to the Senate Chair **by 5:00pm, Friday, February 2, 2024.**

Overall, members supported the revisions and believed them to appear straightforward.

It was noted that under APM 285-9, Criteria: “These criteria are further explained in APM - 210-3, Instructions to Review Committees That Advise on Actions Concerning the Lecturer with Security of Employment (LSOE) Series,” the current title, Lecturer with Security of Employment (LSOE), is still being used in this section of the APM. Members wondered if this would require a congruent change. Additionally, it was noted that the Professor series and Teaching Professor series are intended to be somewhat parallel. However, when looking at the equivalent section of the APM for the Professor series, there are some sections that vary considerably.

Action: EDI analyst will draft a memo reflecting today’s comments and circulate a draft to the committee.

VIII. Campus Wide Review Item – Chair Garcia-Ojeda

A. [Proposal for the Establishment of a Department of Medical Education](#)

The proposal begins on page 11 and is preceded by support letters from:

- Natural Science Executive Committee
- SNS Dean Dumont
- Department of Applied Mathematics
- Department of Chemistry and Biochemistry
- Department of Life and Environmental Sciences
- Department of Molecular and Cell Biology
- Department of Physics

Members decided to opine on this review item. Chair Garcia-Ojeda volunteered to serve as lead reviewer.

Comments are due to the Senate Chair **by Monday, February 12, 2024.**

Action: Chair Garcia-Ojeda will circulate comments via email by 5:00pm, Friday, February 2. Comments will serve as the basis for EDI’s official response to the Senate Chair due by Monday, February 12.

B. [Proposed Bylaws for the Division of Undergraduate Education Executive](#)

Committee

In September 2023, former VPDUE Sarah Frey submitted to the Academic Senate a proposal to consolidate the [General Education Executive Committee \(GEEC\)](#) and the [Honors Program Executive Committee](#) into a new Division of Undergraduate Education Executive Committee (DUEEC). Falling under College One, the DUEEC would provide faculty governance for both the General Education and UC Merced Honors programs.

The Committee on Rules and Elections (CRE) opined and endorsed the proposal, and recommended amending the current General Education Bylaws to reflect [the proposed governance structure](#).

The proposed Bylaws were included on the December 12, 2023 Meeting of the Merced Division agenda, where Interim VPDUE Utter, Associate Dean of Undergraduate Education and Interim Chair of the GEEC Justin Hicks, and Honors Program Director Holley Moyes provided an overview to participants, along with the committee reorganization plan.

Comments are due to the Senate Chair **by Monday, February 5, 2024**.

EDI members declined to opine.

Action: EDI analyst will notify the Senate Chair that EDI declined to opine.

C. [Proposal for a Data Science and Policy Analysis Minor](#)

Undergraduate Council's Policy for the Review and Approval of Undergraduate Degree Programs is available [here](#). The policy for the review and approval of New Minors is available [here](#).

Comments are due to the Senate Chair **by 5:00 pm on Friday, February 16, 2024**.

EDI members declined to opine.

Action: EDI analyst will notify the Senate Chair that EDI declined to opine.

D. [Proposal for the Establishment of a Psychology B.S. program and Proposed Amendments to the Psychology B.A. program](#)

The Psychology B.S. program proposal and the proposed amendments to the existing Psychology B.A. program are available on pp. 3-63. They are preceded by letters from the SSHA Dean and the SSHA Curriculum Committee, and followed by support letters from the following departments:

- Applied Mathematics – p. 64
- Biology – p. 65
- Chemistry and Biochemistry – pp. 66-68
- Cognitive & Information Sciences – pp. 69
- Computer Science & Engineering – pp. 70-78

- Economics – pp.79
- Global Arts, Media, and Writing Studies – pp. 80
- Management of Complex Systems pp. 81-83
- Molecular and Cell Biology – p. 84
- Physics – p. 85
- Political Sciences – p. 86-88
- Public Health – p. 89

Comments are due to the Senate Chair **by 5:00 pm on Friday, February 23, 2024.**

EDI members declined to opine.

Action: EDI analyst will notify the Senate Chair that EDI declined to opine.

IX. Other Business

Members discussed the updated job description for the SNS Associate Dean for EJIE provided by Dean Dumont. There was some concern about only providing one course release for individuals under both the Professor series and Teaching Professor series as it did not seem equitable.

Action: Members are invited to provide additional comments via email by COB, Thursday, January 25.

There being no further business, the meeting was adjourned at 11:30am.

Attest: Marcos Garcia-Ojeda, EDI Chair