

COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)**Agenda
Thursday, April 25, 2024
10:00 – 11:20am
ADMIN 245**

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- I. Chair’s Report – Marcos García-Ojeda {10:00-10:10am}**
- A. [DivCo Updates](#) ([February 26](#), [March 11](#), [March 25](#), and April 15)
 - B. UC Summit on Faculty Retention and Climate to Advance Faculty Diversity (March 21)
 - C. [UCAADE](#) (April 18)

- II. Consent Calendar {10:10-10:10am}**
- A. Today’s agenda
 - B. [March 21 draft Meeting Minutes](#)

Requested Action: Approval of the Consent Calendar.

- III. [Allocation of Funds from the Office of the President](#) – AVC Valdez {10:10-10:25am}**
- UC President Drake is allocating \$7 million to the campuses to support mental health for students, faculty, and staff, and to address Islamophobia in connection with the Middle East crisis. DivCo is seeking information about how the campus plans to utilize its portion of the \$7 million.

VC/CDO Saenz explored ways to use these funds and asked various units to submit proposals for the funding. DivCo was informed that Academic Affairs submitted a plan and AVPAP Anna Song is taking the lead. In May, UC Merced will offer a workshop developed by the National Conflict Resolution Center (NCRC), “The Art of Inclusive Communication.” AVAP Song will also work with the NCRC to include the new systemwide anti-discrimination policy in the workshop. The NCRC will also match UC Merced’s budget and provide an additional \$25,000 to implement targeted workshops/trainings for faculty who manage and supervise personnel to prevent conflict from arising. Chair Hibbing requested that communication be maintained with the Senate so faculty can have input on these workshops/trainings.

The approved proposal for UC Merced's portion of funding can be found [here](#).

- IV. Inequities in Service Load – Chair Garcia-Ojeda {10:25-10:40am}**
- CoC Chair Depaoli will attend this session.

Background: At the March 21 EDI meeting, members noted that some departments feel under-resourced, which can lead to concerns with an inequitable working environment. This can also lead to individuals taking on more service roles, however at times it does not appear that people are rewarded for taking on additional service when needed.

Requested Action: Members to discuss and determine the next steps.

V. Continuation of the Antiracism Working Group – All {10:40-10:50am}

The initial budget was 100K. The funds must be spent by June 2025. 50K was used for the anti-racism grant proposals and the remaining funds will need to be used to compensate a consultant for their future work on the self-study/assessment of the Academic Senate.

At the March 21 EDI meeting, members approved the [Request for Proposals \(RFP\)](#), which was then sent to the list of [recommended consultants](#) with a deadline to submit proposals of April 15, 2024. One proposal was received and a response noting future interest was received, available [here](#).

Requested Action: Members to discuss and determine the next steps.

VI. Guidelines for DEI Statements in Promotion/Tenure Cases – All {10:50-11:00am}

At the March 21 EDI meeting, members agreed to draft a set of guidelines for DEI self-statements in Promotion/Tenure Cases using [UC Irvine's Guidance for Writing Inclusive Excellence Activities Statement](#) as a starting point. The goal is to have a document approved and distributed by mid-May for faculty to reference while completing their self-statements.

Requested Action: Members to approve the [draft Guidelines for DEI Self-Statements in Promotion/Tenure Cases](#) and determine the next steps.

VII. Systemwide Review Item – Chair García-Ojeda {11:00-11:10am}

A. [Proposed Revisions to APM 016-University Policy on Faculty Conduct and the Administration of Discipline](#)

The proposal addresses the handling of simultaneous academic misconduct investigations and personnel actions. The policy revisions are provided in tracked changes on pp. 4-10 and a clean version of the policy is available on pp. 11-17.

This proposal is based on a May 2023 recommendation from the Academic Council and the University Committee on Privilege and Tenure. Please see the relevant correspondence [here](#).

Key revisions:

- **Pause on Academic Personnel Review Actions:** At the beginning of a formal investigation of alleged misconduct by a faculty member, if the Chancellor (or Chancellor’s designee) finds that any of the alleged misconduct is relevant to the assessment criteria for academic personnel review actions, the Chancellor (or Chancellor’s designee) may impose a no-fault pause on any current or future academic personnel action (e.g., for merit, promotion, or advancement) of that faculty member. Locations are responsible for developing implementation procedures that address at what stage in existing local procedures the pause occurs and that identify the offices that have responsibility for providing written confirmation of the pause to the respondent, giving a respondent periodic updates on the status of the investigation, and for notifying relevant administrators of the beginning and end of the pause.
- **Conclusion of the pause:** The pause will end when the investigative and disciplinary processes are concluded. In the event of a disciplinary process following a formal investigation, the pause will end when a final decision is made whether to impose disciplinary sanctions. The academic personnel process may then proceed according to campus procedures.
- **Assistant Professors in Year 8:** If the investigative and disciplinary processes are not concluded by the beginning of the faculty member’s eighth year of service at the rank of Assistant Professor (or a combination of equivalent titles), the Chancellor is authorized to recommend to the President that the appointment be extended beyond the eighth year, in accordance with Regents Bylaw 40.3(c).

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, April 29 and will serve as the basis for EDI’s official response.

Comments are due to the Senate Chair by **5:00 pm on Monday, May 6, 2024.**

VIII. **Campus Wide Review Items – Chair García-Ojeda {11:10-11:15am}**

- A. [Proposal from SSHA for the Establishment of a B.A. or B.S. Major and Minor in Neuroscience](#)

Requested Action: EDI to decide whether to opine. If opining, assign a lead reviewer. Lead reviewer’s comments will be circulated via email by Friday, April 26 and will serve as the basis for EDI’s official response.

Comments are due to the Senate Chair by **5:00 pm, Friday, May 3, 2024.**

- B. [Proposal to Change the Name of Materials Science & Engineering Department to Chemical & Materials Engineering](#)

This proposal intends to align the department name with the two undergraduate degree programs now offered by the Department following [approval of the Chemical Engineering B.S. degree program in May 2023](#) and to avoid confusion for the first

class of Chemical Engineering students entering in AY 24-25. The proposed effective date for this name change is July 1, 2024.

Requested Action: EDI to decide whether to opine. If opining, assign a lead reviewer. Lead reviewer's comments will be circulated via email by Friday, April 26 and will serve as the basis for EDI's official response.

Comments are due to the Senate Chair by **5:00 pm on Friday, May 3, 2024.**

C. [Five-Year Planning Perspectives 2024-2029](#)

Provided as contextual information, a memo from UC Provost Newman to the Chancellors and a memo from EVC/P Dumont has been included.

The Senate previously reviewed the Five-Year Planning Perspectives in 2022. The relevant correspondence is available [here](#).

Requested action: EDI to decide whether to opine. If opining, assign a lead reviewer. Lead reviewer's comments will be circulated via email by Friday, April 26 and will serve as the basis for EDI's official response.

Comments are due to the Senate Chair by **Friday, May 3, 2024.**

IX. Other Business {11:15-11:20am}

X. Executive Session – Voting Members {11:20-11:30am}