

COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)

**Thursday, April 25, 2024
10:00 – 11:20am
ADMIN 245
MINUTES OF MEETING**

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

I. Chair's Report – Marcos García-Ojeda**A. DivCo Updates (February 26, March 11, March 25, and April 15)**

February 26 DivCo meeting:

- Interim EVC/Provost Zatz reported on the status of the hiring of the SSHA Dean, SNS Dean, and VPDUE. She also provided an update regarding staff hires in SOE and SSHA.
- Senate Chair Hibbing reported that he met with Chancellor Muñoz and Interim EVC/Provost Zatz. They discussed the state budget outlook, which is in the negative. This financial environment results in faculty being encouraged to propose new programs to increase enrollment. Chair Hibbing also noted that the next Board of Regents meeting will take place at UC Merced in May.
- FWAFF Chair Beaster-Jones provided an update from UCFW regarding the total remuneration study. He also reported on the overall dissatisfaction with Anthem and Delta Dental as health insurance providers.
- DivCo members voted to endorse the proposal for the establishment of an Aerospace B.S. Degree Program but voted against endorsing the proposal for the establishment of the Department of Medical Education in SNS until Senate concerns are addressed.

March 11 DivCo meeting:

- Interim EVC/Provost Zatz reported that four candidates will be brought to campus for interviews for the SSHA Dean position. She also reported that on-campus interviews for the VPDUE position will occur after the completion of the SSHA Dean candidates interviews. Then the on-campus interviews for the CREATES Director position will occur.
- Chancellor Muñoz reported that the groundbreaking for the Medical Education building will be held on May 14. Then the Chancellor summarized future campus projects, including the Promise Housing Residence Hall, COB 3, and the Field Education Center, and noted how some of the projects may be negatively impacted by state budget constraints.
- The new anti-discrimination policy was approved by UCOP and will be transmitted to the Divisions.
- DivCo members discussed Senate Regulation 630.E. (Campus Experience requirement). Members noted that there is already an existing UC Merced

Senate policy addressing this issue. AFAC Chair Eaton agreed to take the lead on drafting a statement that reaffirms the existing policy.

- DivCo members endorsed the proposed revisions to APM 285.

March 25 DivCo meeting:

- Interim EVC/Provost Zatz provided an update on how the campus plans to utilize its portion of the \$7 million that UC President Drake is allocating to the campuses to support mental health for students, faculty, and staff, and to address Islamophobia in connection with the Middle East crisis.
- Senate Chair Hibbing reported that Academic Council voted against the UC Regents Policy on Use of University Administrative Websites.
- VC Klotzbier and Creative Director Abrescy shared images of the new secondary bobcat logo that the campus will adopt for marketing purposes. The bobcat image currently used by Athletics will remain.
- DivCo members voted to endorse the Proposed Policy for Conflict of Interest with Course Material when Instructor is the Author.
- DivCo members voted to endorse the proposed amendments to Senate Regulation I.1.E (Passed/Not Passed) and Senate Regulation III.1.A.d (Satisfactory Progress - P/NP). Members agreed to send the proposed amendments to Senate Regulation I.2.B (Dropping a Course) back to UGC for edits.

B. UC Summit on Faculty Retention and Climate to Advance Faculty Diversity (March 21)

Chair García-Ojeda reported that other campuses were also looking to provide clarity to their faculty regarding DEI statements for Promotion/Tenure cases. He then shared the [UC Davis Academic Affairs webpage](#) that contains this information for their campus.

C. [UCAADE](#) (April 18)

An extensive discussion was held regarding the UC Regents Policy on Public and Discretionary Statements by Academic Units and its relation to academic freedom. A formal response from UCAADE is forthcoming.

II. Consent Calendar

- A. Today's agenda
B. [March 21 draft Meeting Minutes](#)

Action: Today's agenda and the March 21 Meeting Minutes were approved as presented. The EDI analyst updated the Senate website accordingly.

III. [Allocation of Funds from the Office of the President](#) – AVC Valdez

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. FP previously sent a request to the Chancellor's staff who relayed the request to EJIE.

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](#).

Action: AVC Valdez circulated a summary of the funds associated with President Drake's initiative.

AVC Valdez provided an update on President Drake's initiative. The Call from President Drake asked to consider three areas: mental health and trauma support, educational programming, and training and professional development for UC leaders, faculty and staff. The funding can be used in 2024 and 2025 and was released in two phases. The first phase took place this year in the form of a Call for proposals. The second phase aimed to think more thoughtfully about some of the proposals and initiatives that were submitted. AVC Valdez then listed some of the initiatives being supported by this funding.

AVPAP Song added that the programming from APO is directed towards the training and professional development for UC leaders, faculty and staff with the rationale being that it is important for those members of our campus community to have inclusive conversations. APO will be reaching out to the Senate Chair to see if there are members of Senate committees that would like to attend these trainings.

Chair García-Ojeda noted that it appeared the funds were more heavily directed towards mental health support and less towards addressing Islamophobia. AVC Valdez noted that the Units themselves requested funding based on their need, not based on an influence from EJIE. She added that EJIE has put some funding towards antisemitism and Islamophobia.

Chair García-Ojeda expressed concerns regarding a lack of a statement from the campus regarding the crisis in the Middle East. He noted that there appears to be action taking place on some campuses, but not at UC Merced. Members discussed various approaches of elevating this issue. Chair García-Ojeda noted that this topic is what prompted the discussion at the April 18 UCAADE meeting regarding and the UC Regents Policy on Public and Discretionary Statements by Academic Units. AVC Valdez added that UCAADE may be the appropriate body to elevate this issue.

Action: After discussing the campus’s lack of response to the Middle East crisis, members agreed to consult with VC/CDO Saenz regarding this topic at the May 9 EDI meeting.

IV. Inequities in Service Load – Chair García-Ojeda

CoC Chair Depaoli attended 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.

Member Lee expressed that it feels as if UC Merced has a high service load, and typically the same individuals appear to continually take on the service roles while others do not. At the same time, it feels as if individuals are not recognized or compensated for the service they are taking on. Additionally, in terms of merits and promotions, service is rarely seen as something that would lead to an advanced promotion while research does often lead to higher recognitions. Members agreed and provided specific examples of faculty on campus who continually fill the necessary service roles in order to best serve the campus. It was noted that often individuals of underrepresented groups, for example women of color, often take on the roles. Members also noted that there is “invisible” service, such as providing personal support for students, that often goes unrecognized. Chair García-Ojeda added that often junior faculty are called on to do service when they should be protected from doing so until later in their career. Members collectively wondered how the campus could make sure service is equally and equitably allocated.

CoC Chair Depaoli explained CoC’s role and noted that the committee does not only populate Senate committees, but also populates ad hoc committees and hiring committees. She noted that EDI’s concerns resonate with her, and as she has served on CoC for the past four years, she too has noticed a shift to a bimodal distribution on campus where the same individuals continually agree to service and the same individuals typically decline to take on service. She added that CoC does work very hard to protect junior faculty, but also must look at the giant puzzle of all of the roles that need to be filled on campus. CoC Chair Depaoli also expressed the importance of needing the right people in the right roles that care about the university and its successful progress. EDI members agreed but noted that there also needs to be an effort to develop people into the right people to fill service roles.

In order to address these concerns, CoC has been internally exploring a structure where good service is more recognized on campus. CoC Chair Depaoli noted that this may not prevent the issue of the same people being used to take on service, but it will at least reward them for doing so. Members added that in addition to a reward system, there needs to be an institutional change on how service is viewed when evaluating promotion and tenure cases.

V. Continuation of the Antiracism Working Group – All

The initial budget was 100K. The funds must be spent by June 30, 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](#).

Action: Due to time constraints, this item will be handled via email or special meeting as it is time sensitive. The EDI analyst reached out to members in order to determine the next steps.

VI. Guidelines for DEI Statements in Promotion/Tenure Cases – All

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

Action: Due to time constraints, this item was not discussed and will be added to the May 9 EDI agenda.

VII. Systemwide Review Item – Chair García-Ojeda

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).

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

Action: Members Lee and Magaña agreed to serve as lead reviewers. Comments will be circulated via email by Monday, April 29 in order to be finalized and sent to the Senate Chair by Monday, May 6.

VIII. Campus Wide Review Items – Chair García-Ojeda

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

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

Action: EDI members declined to opine. The EDI analyst notified the Senate Chair that EDI declined to opine.

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.

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

Action: EDI members declined to opine. The EDI analyst notified the Senate Chair that EDI declined to opine.

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](#).

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

Action: EDI members declined to opine. The EDI analyst notified the Senate Chair that EDI declined to opine.

IX. Other Business

X. Executive Session – Voting Members

Action: Due to time constraints, an executive session was not held and will be added to the May 9 EDI agenda.

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

Attest: Marcos García-Ojeda, EDI Chair