

**COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)****MEETING MINUTES****Monday, February 24, 2025****11:00AM – 12:30PM****ZOOM**

Pursuant to call, the Committee for Equity, Diversity and Inclusion met at 11:00am on February 24, 2025. Chair Clarissa Nobile presiding.

**I. Chair's Report – Clarissa Nobile****A. Welcome New Members**

Chair Nobile welcomed new members Hyeran Jeon and Nigel Hatton, and each member introduced themselves.

**B. Updates from [Divisional Council](#) Meetings ([December 16](#), [January 28](#), and February 11)**

Chancellor Muñoz agreed to extend the deadline for the Senate to spend their remaining MacKenzie Scott gift funds through June 30, 2026. The funds will be used by CoR to augment the annual Senate faculty grants program.

EVC/Provost Dumont reported that CAPRA is reviewing the TAS Allocation.

Chancellor Muñoz reported on UC Merced's high rankings in the US News & World Report, placing the university very high up in the socioeconomic mobility category. He noted that he is optimistic and believes that UC Merced's students have successful trajectories and are positive influences. He added that he hopes this will have a positive impact on enrollment.

The Medical Education building construction is still ongoing, and it must be finished by Spring 2027 as the first incoming class will begin in Fall 2027.

The state is forecasting approximately 8% in budget cuts for state agencies which includes the UC. UC Merced is preparing for a 5% budget reduction. Chancellor Muñoz emphasized the importance of increased enrollment. UC Merced was supposed to be at 10,000 students four years ago in order to fund its various obligations, and the current goal is to increase enrollment to 12,000 students to offset the impact of the budget cuts.

State legislatures are passing laws to scale back or anesthetize DEI discussions, however Chancellor Muñoz stated that he is committed to reassuring the campus community of UC Merced's continued DEI efforts.

Divisional Council members discussed the UC Merced Interim Policy on Expressive Activities and Assembly: Protests, Demonstrations, Non-University Speakers and Signage on Campus and in University Facilities. Chair Nobile reminded EDI

members that EDI opined on this item in Fall 2024. EDI's comments specifically addressed how restrictive the policy was.

EVC/Provost Dumont acknowledged the rapidly changing situation around the Executive Orders issued by the new administration. She reiterated that the UC campuses are working with UCOP on how best to respond and communicate guidance to faculty. EVC/Provost Dumont added that guidance for international students who lack documentation is forthcoming. She also acknowledged concerns about ICE, and clear instructions about this are also forthcoming.

In terms of the federal funding situation, there are ongoing discussions between campus VCRs and legal representatives. Also, UCOP is preparing a statement which will be forwarded to faculty soon. In the meantime, UC Merced is working to determine which federal grants will be affected.

The Office of Research and Economic Development (ORED) issued a communication to the campus about the NIH's decision to reduce IDC rates by 15%. Several states have filed lawsuits in response to this.

Divisional Council members discussed the Police Accountability Board (PAB) which develops and promotes accountability and communication between the campus community and the UC Merced Police Department. Divisional Council members were generally supportive of the PAB and some members believed that a Senate faculty member should serve as Chair.

C. Updates from [UCAADE](#) Meeting (January 16)

The Mortgage Origination Program (MOP) may be eliminated as it no longer appears to be financially sustainable.

The UCSF Academic Senate has proposed two Memorials to the UC Regents, seeking to expand Senate membership to include faculty with appointments greater than 50% in the Health Sciences Clinical and Adjunct series. One-third of the Senate membership will need to vote in favor in order to move the Memorials forward.

Cynthia Dávalos, Associate Vice President of Graduate, Undergraduate and Equity Affairs and Genie Kim, Director of Student Mental Health and Well Being presented on systemwide disability services and functions. According to the data presented, the number of students with disabilities is increasing. A systemwide work group has been developed in order to properly address accommodations for the increased number of students. The work group issued a report in 2024 which noted a decision for more campuses to hire additional case workers to accommodate the increase in students with disabilities. Additionally, the systemwide policy on equity and inclusion was upgraded to include language for the inclusion of students with disabilities.

D. [Update on Student Evaluations](#)

Chair Nobile provided background information noting that EDI sent a memo to Divisional Council in Fall 2024 regarding concerns with hate speech and bias in student evaluations. Divisional Council members discussed the memo and agreed that FWAF and UGC should weigh in on the matter. FWAF and UGC both provided feedback and generally supported EDI's memo. Following the receipt of FWAF and UGC's feedback, Divisional Council members discussed the matter further and ultimately voted to endorse the memo and transmit it to EVC/Provost Dumont, VPDUE Bergerson, VCSAE Oseguera and the VPDGE Hratchian. VPDUE Bergerson has since replied noting a plan to assemble a task force to examine issues related to disrespectful behaviors between students and instructors.

AVPAP Song added that she had spoken to VPDUE Bergerson and Dean of Students French and they informed her that they plan to implement some changes to student evaluations as early as this coming Spring, such as including the preamble and open ended question about climate.

E. EDI Representative for April 1 DivCo Meeting

**Actions:**

- Vice Chair Dalia Magaña agreed to serve as the EDI representative for the April 1, 2025 DivCo meeting.
- Executive Director Paul sent Vice Chair Dalia Magaña the calendar invitation for the meeting, which Vice Chair Dalia Magaña has accepted.

**II. Consent Calendar**

- A. Today's Agenda
- B. [December 9, 2024 Meeting Minutes](#)

**Action:**

- The Consent Calendar was approved as presented.

**III. EDI Representatives/Liaisons {11:15am-11:25am}**

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

- Update on January 30 and February 20 Meetings

PROC is beginning not only reviews of academic programs but also different administrative branches.

There is still an ongoing effort to streamline the data gathering for departments to use in their self-studies.

There was an overall review of which programs are submitting their reviews of learning outcomes which should be happening each year, and the compliance rate was not one hundred percent. Due to the issue with compliance, PROC members discussed whether there should be incentives for programs to complete their learning outcomes, or if there should be consequences for programs who do not complete their learning outcomes.

B. [Chancellor's Council on Climate, Culture, Antiracism and Equity \(CCCAE\)](#) – Dalia Magaña

- Update on January 29 Meeting

There are twenty-three recommendations within the Black Lives Initiative. CCCAE is working to complete yearly reports on the goals and determine where the committee is in respect to each of the recommendations. CCCAE members are currently following up with the various stakeholders that oversee each requirement.

CCCAE members expressed concerns regarding the new administration and the undocumented community.

**IV. Representatives Needed for Program Review Site Visits – Chair Nobile**

The exact date and time of each visit is still to be determined; however the EDI session will be approximately 45 minutes on one of the dates noted below. Member Hyeran Jeon attended the Philosophy site visit on February 11 and Vice Chair Dalia Magaña is attending the Sociology site visit on March 7.

Vice Chair Dalia Magaña noted that she had received a calendar invitation to attend the all-faculty session rather than the EDI session.

**Action:**

- Executive Director Paul followed up with Itzel Santos-Rivera regarding the March 7, 2025 Sociology site visit as Vice Chair Dalia Magaña received a calendar invitation for the all-faculty session rather than the EDI session.
- Itzel Santos-Rivera revised the calendar invitation accordingly.

A. Chemistry (March 17-18)

Executive Director Paul informed members that the EDI session for the Chemistry program review site visit was scheduled for 11:00am on March 17, 2025.

**Actions:**

- Member Marcus Lee volunteered to attend the Chemistry program review site visit.
- Executive Director Paul notified Itzel Santos-Rivera that Member Marcus Lee is available to attend the Chemistry program review site visit.

B. Environmental Systems Science (March 18-19)

**Action:**

- The EDI Analyst will follow up with EDI members for a representative once the date and time have been confirmed.
- Update: On March 4, 2025, Member Marcus Lee volunteered to attend the Environmental Systems Science program review site visit.
- Executive Director Paul notified Itzel Santos-Rivera that Member Marcus Lee is available to attend the Environmental Systems Science program review site visit.

**V. Academic Senate Awards Call – Chair Nobile**

The Call for Nominations will be sent out soon.

**Action:**

- Members established an Awards Subcommittee consisting of three members from each school.

**VI. APO's Response to Senate Feedback on the Proposed MAPP Revisions – Chair Nobile**

In Fall 2024, EDI reviewed the proposed revisions to sections 2013, 2014, 2053, and 2054 of the Merced Academic Personnel Policies & Procedures (MAPP). These sections govern appointments and review for Senate faculty in the Professor and Teaching Professor series.

EDI's memo is available [here](#).

Vice Provost for Academic Personnel Hansford responded to the Senate's feedback on the proposed revisions to MAPP Sections 2013, 2014, 2053 and 2054. All Senate leads have been invited to review the proposed MAPP revisions and share any substantive concerns.

Relevant documents include the following:

1. A formal [cover memo](#) which includes a summary of VPAP Hansford's responses and select revisions.
2. [Clean](#) and [tracked-changes](#) versions of MAPP 2013 (new revisions highlighted in yellow).
3. [Clean](#) and [tracked-changes](#) versions of MAPP 2014 (new revisions highlighted in yellow).
4. [Clean](#) and [tracked-changes](#) versions of MAPP 2053.
5. [Clean](#) and [tracked-changes](#) versions of MAPP 2054.

**Actions:**

- Chair Nobile noted that she did not have any concerns but invited members to review the proposed revisions and share any concerns with the EDI Analyst, Executive Director Paul and Chair Nobile by **Wednesday, February 26, 2025**.
- In the absence of comments by the deadline, the EDI Analyst notified Executive Director Paul that EDI did not have any substantive concerns with the revisions.

**VII. Consultation with AVPAP Song****A. Future of the FEA Program**

AVPAP Song provided background information noting that EDI submitted a memo to Divisional Council in Fall 2024 proposing to dissolve the current FEA program and in its place provide STEAD Faculty Search Committee Workshops for all members of search committees. As a first step, APO has considered the next year as a transition year to bring awareness to search committees and different departments as they hire. AVPAP Song added that with the recent budget cuts, there will be challenges in

finding resources to transition to the STEAD model. Regardless, AVPAP Song believed that the Senate's suggestions coincide with how the university should shift their DEI efforts going forward. Specifically, informing individuals about what is legal, addressing implicit biases, and determining best practices for recruitment will be the major focus for the next transition year.

Members discussed the possibility of providing online training modules to reduce costs. AVPAP Song noted that it was possible, however we may not have the outcomes that we hope to see as online modules are not always as effective as direct interaction, such as with an FEA. One member agreed that as part of a search committee, he saw members of the committee lean on the FEA for guidance and information even when completing online modules.

Members discussed the difference between the hiring process through APO versus HR. In the HR model of recruitment, there is the advantage of making sure that the process is very uniform across all candidates. However, from a feasibility perspective, HR has more staff and more resources than APO.

AVPAP Song noted that her task now is to think about this transition period in terms of direction for the university and how to create a robust yet flexible program. She added that ideally, we would have funds associated with the program, however financial resources are uncertain at this time. Chair Nobile inquired if there is still the FEA program funding as that could be used to fund the transition. AVPAP Song stated that the FEA funds are no longer available.

#### **VIII. Consultation with AVC Valdez**

##### **A. Update on Post-Election Campus Announcement**

AVC Valdez has had conversations with administrators from UC Merced and other UC campuses. All are waiting for guidance from UCOP in order to provide each campus community guidance and information with matters in respect to the change in administration. The UC is operating as a system in this matter and is receiving legal guidance in order to put together a uniform response. Chair Nobile noted that it would be useful to have information pertaining to what is legally allowed as that type of information is not typically known to the general public.

##### **B. [Presidential Executive Order: Ending Radical and Wasteful Government DEI Programs and Preferencing](#)**

AVC Valdez informed members that there was a preliminary injunction placed against the Executive Order to stop it from being enforced. The Executive Order includes language banning illegal DEI, however the court is saying that the Executive Order is vague, and that it may also violate free speech. There is also a related [Dear Colleague Letter](#) that was released on January 16, 2025 that highlights diverse issues in higher education.

#### **IX. Campus and Systemwide Review Items – Chair Nobile**

##### **A. [Proposed Revisions to APM 036 – Employment](#) (Systemwide)**

The policy revisions respond to the need to address a new bill signed into California state law that adds section 66284 to the California Education Code, effective January 1, 2025 (reference [AB 1905](#) “Public postsecondary education: employment: settlements, informal resolutions, and retreat rights”), and requires the University to adopt a written policy regarding official letters of recommendation, among other requirements, as a condition of receiving state funding. The proposed technical revisions are intended to bring the University into compliance with section 66284 of the California Education Code.

Comments are due to the Senate Chair by **Friday, February 28, 2025.**

EDI members discussed the proposed revisions and agreed that they respond to the need to address the new legislature. Specifically, Section APM - 036-0 e. Official Letters of Recommendation prohibits academic appointees from providing Official Letters of Recommendation prior to consulting with the appropriate campus entities to determine if the employee is a respondent in a sexual harassment complaint filed with the University. EDI believes this to be important as Official Letters of Recommendation are endorsed by the University and ultimately endorsed the proposed revisions specifically as they pertain to sexual harassment.

**Action:**

- The EDI Analyst drafted a memo containing the committee’s comments and circulated it to members for review and approval.

B. [Proposal for a Dual Degree Program Leading to a Bachelor of Science \(B.S.\) Degree from UCM and Doctor of Medicine Degree from UCSF](#) (Campus Wide)

The proposal packet includes:

- The dual degree proposal itself, which follows Appendix W (pp.83-84) of the September 2023 revision of the [Coordinating Committee on Graduate Affairs Handbook](#).
- A letter from the Executive Committee of each of UC Merced’s three schools. I thank them for their reviews, which have strengthened the proposal.
- The BS/MD Dual Degree Supplement. This document responds to questions and need for additional context raised by the Executive Committees that could not easily be accommodated in the proposal itself because the desired information does not align with the questions in Appendix W.
- Letters from the Interim Dean of the School of Natural Sciences, the University Librarian, and Chief Information Officer.
- The UCM-UCSF MOU.

Member Marcus Lee volunteered to serve as lead reviewer via email. A draft memo containing his comments were circulated to voting members via email on Wednesday, February 19, 2025.

Comments are due to the Senate Chair by **Friday, March 7, 2025.**



Member Marcus Lee summarized his comments which included feedback on the estimation of the number of students in the program in terms of potential retention issues. EDI members discussed the lead reviewer's comments and did not have any additions to the memo.

**Actions:**

- EDI members unanimously approved the draft memo.
- The EDI Analyst finalized the memo and transmitted it to the Senate Chair.

C. [Proposed Revisions to APM-500, Recruitment](#) (Systemwide)

The policy revisions respond to the need to address two new bills signed into state law that add and amend sections 92612.1 and 92612.2 of the California Education Code, effective January 1, 2025 (reference Senate Bill (SB) 791, Postsecondary education: academic and administrative employees: disclosure of sexual harassment, and California Assembly Bill (AB) 810, Postsecondary education: hiring practices: academic, athletic, and administrative positions).

Comments are due to the Senate Chair by **Friday, April 4, 2025**.

AVPAP Song informed members that the two new bills do not just apply to academic appointees, but to all employees at all universities in California.

Chair Nobile noted that one potential EDI concern is that statistically there are more people of color who have misconduct violations on their record which could create potential bias. Members then discussed the background of the bills being passed and what misconduct is defined as. AVPAP Song noted that misconduct includes a judicial or administrative decision and has to have gone through a formal review process.

**Actions:**

- Member Nigel Hatton agreed to serve as lead reviewer.
- The lead reviewer will send their comments to the EDI Analyst, Executive Director Paul, and Chair Nobile by **Friday, March 21, 2025**.

D. [Presidential Policy BFB-BUS-63: Risk Transfer and Insurance Requirements](#) (Systemwide)

Summary of proposed revisions:

- Clarify that the scope of the policy covers both indemnification and insurance requirements in contracts between the University and contractors or external users;
- Modify the responsible parties at each location to allow for local designations;
- Clarify the exception process; and
- Expand the FAQ section to provide additional details and clarification.

Comments are due to the Senate Chair by **Friday, April 11, 2025**.



**Actions:**

- EDI members declined to opine.
- The EDI Analyst notified the Senate Chair that EDI declined to opine.

**X. Other Business**

There being no further business, the meeting was adjourned at 12:30pm.

Attest: Clarissa Nobile, EDI Chair