

COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)**MEETING MINUTES****Monday, April 14, 2025****11:00AM – 12:30PM****ZOOM**

Pursuant to call, the Committee for Equity, Diversity and Inclusion met at 11:00am on April 14, 2025. Chair Clarissa Nobile presiding.

I. Consent Calendar

A. Today's Agenda

B. [February 24, 2024 Meeting Minutes](#)**Action:**

- The Consent Calendar was approved as presented.

II. Chair's Report – Clarissa NobileA. Updates from [Divisional Council](#) Meetings ([February 25](#), [March 11](#), April 8)

A 5% budget reduction is being implemented collectively across the campus.

Several states have filed a lawsuit about National Institutes of Health (NIH) reducing indirect cost recovery to 15%. An injunction was made against this action and the injunction has been extended.

There was a Department of Education "Dear Colleague" letter on DEI issues issued on February 18, 2025. University Counsel believes the UC is already in compliance, however it is unknown how the current administration will proceed.

Divisional Council members held a consultation with Academic Council Chair Cheung. He informed Divisional Council members that the Systemwide Senate is working on a directive from the Regents to reevaluate the faculty discipline process. One of the options is to consider forming a systemwide hearing committee to speed up the process. Academic Council Chair Cheung also informed Divisional Council members that the search to hire the UC President's replacement is ongoing. The Academic Advisory Committee reviewed over 200 applicants and narrowed them down to 30 applicants whom the search firm are reviewing. A new UC President should be in place by June 2025. Lastly, Academic Council Chair Cheung plans to ask Academic Council to put together a task force regarding executive orders, the lowering of IDC rates, pausing federal grants, and DEI issues.

An electronic vote was held on each UC campus regarding the UCSF Memorials to the Regents for the Adjunct Faculty Series and the Health Sciences Clinical Faculty Series. Both Memorials did not pass.

EVC/Provost Dumont discussed the grant stop orders as a continuing source of frustration and strongly encouraged faculty to forward communications they receive from federal funding agencies about their grants to the Sponsored Projects Office (SPO). She added that the campus is gathering data in order to fully grasp the scope of the issue and be prepared for any future action.

The systemwide Senate Chair received a letter from a faculty member requesting a resolution be added to the April 23, 2025 Academic Council agenda pertaining to academic freedom and free speech. The Academic Council instead opted to draft their own statement.

Action:

- Executive Director Paul shared the [Assembly April 23 agenda](#) and the [Academic Council Statement: The Defense of the University](#) with members during the meeting.

UCOP is formulating a task force called UC Adaptations to Disruptions in response to the constantly changing situation in the federal government. The membership is not yet confirmed.

Divisional Council members held a consultation with Chancellor Muñoz, Campus Counsel Cesar Alvarado-Gil, and Chief of Staff to the Chancellor Cori Lucero. Chancellor Muñoz spoke on UC President Drake's announcement regarding diversity statements not being required for UC faculty hiring. Contrary to popular belief, these statements were not universally required and were believed to be only moderately useful in the hiring process. Chancellor Muñoz also spoke on the UC hiring freeze and explained that two-thirds of UC Merced's budget is personnel. Salary savings from the systemwide hiring freeze will help protect the personnel who are currently employed by the university.

Campus Counsel Alvarado-Gil updated Divisional Council members on the revocation and termination of visas for some UC Merced students. The campus is working with the students on degree completion and providing them with resources.

B. Update on the [Academic Senate Anti-Racism External Reviewer Assessment](#)

Chair Nobile provided background information on the Academic Senate Anti-Racism External Reviewer Assessment to EDI members noting that Dr. Fleming had been hired as the consultant to conduct the assessment. She added that there have been delays in Dr. Fleming's completion of the assessment due to the recent changes with DEI initiatives in higher education. Because of the unforeseen delays, Dr. Fleming has proposed a new schedule for the delivery of the external assessment. Dr. Fleming now plans to hold nine focus groups between April 21, 2025 and May 2, 2025 with

the goal to launch the closing survey on May 12, 2025. Executive Director Paul added that the plan is for Dr. Fleming to submit her final report in August 2025.

III. Vice Chair's Report – Dalia Magaña

A. April 1 [Divisional Council](#) Meeting

There were twenty reported work stoppages affecting ten UC Merced faculty grants. However, the impact on UC Merced from the various federal government actions is not yet as significant as other campuses.

President Drake announced that standalone DEI statements are not required for UC faculty applicants. This does not apply to faculty merit and promotion actions so there are some concerns regarding mixed messages surrounding the announcement.

Faculty and administrators receive pay raises at different times of the year. Faculty receive their raises around October while administrators and staff receive their pay raises around July. There was a proposal at the March 25, 2025 Special Meeting of the Assembly for both entities to receive pay raises at the same time of year, however the proposal did not pass.

Divisional Council members discussed and endorsed proposed revisions to GC's Policy for Establishing Hybrid Undergraduate/Graduate Hybrid Degree Programs.

Divisional Council members discussed the proposal for a Dual Degree Program Leading to a B.S. Degree from UCM and Doctor of Medicine from UCSF. Some concerns were raised regarding most of the decision making happening through UCSF, however Divisional Council members ultimately voted to endorse the proposal.

Campus Counsel Alvarado-Gil informed Divisional Council members that the UC is under investigation for actions taken by some employees during last year's protests and also for admissions issues. He also informed Divisional Council members that his team is working to address concerns due to recent federal government actions and executive orders.

IV. Update on [Student Teaching Evaluations](#) – Chair Nobile

VPDUE Bergerson attended the April 8, 2025 Divisional Council Meeting to discuss.

VPDUE Bergerson drafted a charge for the establishment of a Climate of Respect task force. This proposed task force would be dedicated to examining issues surrounding instances of disrespectful behavior between students and instructors with the goal of fostering a more inclusive and respectful academic environment. The task force plans to examine how the university can better assist students in understanding and embracing the [Principles of Community](#). This includes how to introduce these principles to new students, how to keep them relevant for continuing students, how to operationalize these principles within day to day actions, how to manage community members who violate

them, whether maintaining anonymity in student evaluations is necessary, and if and when student feedback should not be shared with faculty.

Chair Nobile noted that the task force membership has not been formed at this time however it would be valuable to have an EDI representative on the task force. Executive Director Paul added that VPDUE Bergerson plans to reach out to UGC first and then will reach out to EDI. The plan is to have approximately four Senate faculty in the membership. One representative from UGC, GC, EDI and CAP.

VPDUE Bergerson is also analyzing the materials that can and should be used in the evaluation of faculty's teaching.

VPDUE Bergerson and Vice Chancellor for Student Affairs and Engagement Oseguera are also working on the Academic Integrity Policy and are exploring ways to improve it for both faculty and students.

Action:

- Executive Director Paul shared the [Climate of Respect Task Force draft charge](#) with members during the meeting and encouraged members to share any comments they have on the charge.

V. Update from April 10 [UCAADE](#) Meeting – Marcus Lee

UCAADE is considering a name change and a revision to its charge. Potential revisions include the removal of the term “affirmative action” from its title and including the term “accountability” into the new title as well as the committee’s charge.

UCAADE members held a consultation with Vice President for Graduate and Undergraduate Affairs and Vice Provost for Equity, Diversity, and Inclusion Yvette Gullatt regarding the announcement on diversity statements not being required for UC faculty hiring. UCAADE members were concerned that there was little warning prior to the announcement. Applicants will now no longer be required to submit a diversity statement but are free to discuss their contributions to diversity voluntarily.

UCAADE members discussed the Systemwide Academic Calendar Workgroup Draft Report. It was noted that the workgroup began prior to the budget reductions. Since changing the academic calendar would be a costly endeavor, it is unclear if it is likely at this time.

UCAADE members discussed whether Achievement Relative to Opportunity (ARO) could be implemented into the APM.

VI. EDI Representatives/Liaisons

- A. [Periodic Review Oversight Committee \(PROC\)](#) – Marcus Lee
- Update on March 13 Meeting

PROC closed its review of the Spanish undergraduate program.

PROC members discussed the Merritt Writing Program review which is nuanced because there are no Senate faculty within the program. The program directors are solely responsible for managing and implementing all of the action plan items. One of the concerns was how technical writing should be taught. PROC members discussed whether it should be taught by people trained in writing or people trained in the technical field who are not trained specifically in writing or writing education.

Action:

- The EDI Analyst will add an update on the April 7 PROC meeting to the May 12 EDI agenda.

VII. Consultation with AVPAP Song

A. [Update on the Future of the FEA Program](#)

AVPAP Song informed members that the university was going to try to move towards a STEAD program, however due to budget constraints that would not be possible at this time. For the next academic year, AVPAP Song is compiling documents and checklists for search committee chairs and search committee members to use as resources. Search committee members will be required to attest that they have received the materials, reviewed the materials, and understood the materials before proceeding with the search. Chair Nobile inquired who search committee members should go to when they have questions. AVPAP Song responded that she will be available for search committees when they have questions.

AVPAP Song also confirmed that there would no longer be FEAs moving into the next academic year. She noted that FEAs were helpful in training search committee members, meeting with the search committees, and being a liaison and advisor to the School Deans.

Chair Nobile stated that she had previously served as an FEA and found it important that the FEA would review the search committee's long list of candidates and then advised the Dean on whether the candidate pool was diverse enough. AVPAP Song noted that this step would no longer occur and instead of this step, she will be the final reviewer and will ensure the search committee was thorough in conducting the search, including making sure the candidate pool was diverse enough.

AVC Valdez stated that the limited campus resources for the FEA Program were discouraging and she would like to consult with VC/CDO Saenz to see if there are any resources available to provide support and guidance to search committees.

Member Lee stated that it would be important to consider how to move forward in a way that would keep the hiring process fair as the FEA previously helped to ensure this. AVPAP Song noted that this is why she plans to have search committee members attest that they have received all of the resources provided by her office,

reviewed the materials, and understood the materials before proceeding with the search.

Action:

- AVC Valdez will consult with VC/CDO Saenz to see if there are any resources to provide some level of guidance to search committees in lieu of the FEA Program ending.

VIII. Consultation with AVC Valdez

A. Upcoming Know Your Rights Meeting

AVC Valdez informed members that there is an upcoming Immigration Know Your Rights meeting geared towards faculty and staff. Chief Campus Counsel Cesar Alvarado-Gil, VC/CDO Saenz, EJIE Education Trainer Specialist Nick Mundwiller, and Associate Director for International Students and Scholars Becky Mirza will all be in attendance to answer questions. There will also be Know Your Rights opportunities for students through the Division of Student Affairs.

Action:

- AVC Valdez encouraged members to share that EJIE is sponsoring an [Immigration Know Your Rights Meeting](#) on April 30, 2025 from 1:00pm – 2:00pm in Conference Center Room 105.

IX. Consultation with VC/CDO Saenz

A. Update on UCOP Diversity Statement Policy

VC/CDO Saenz informed EDI members that Chief Diversity Officers (CDOs) across the UC system gathered to discuss and consult with various stakeholders regarding the use of diversity statements. The CDOs learned that there was variability in terms of which campuses require a diversity statement and that there were differential thoughts on its value. For the most part, campuses had embraced the notion of its continued use, therefore the CDOs ultimately supported the use of diversity statements. Following these consultations, the Regents announced the decision to no longer require diversity statements in the faculty hiring process.

Chair Nobile inquired how a diversity statement could be incorporated into an candidate's hiring documents if they wanted to provide such information to the search committee. VC/CDO Saenz stated that although the diversity statement is not required, it is permissible to ask candidates to provide information about how they match what the mission of the UC is in terms of their research, teaching and service. Another option would be to request a separate statement that asks how the candidate's talents, skills and passion coincide with the mission of the institution.

X. Other Business

In light of the recent Regents announcement on diversity statements, Chair Nobile asked members if they would still like to pursue one of their priorities from earlier in the academic year, creating a set of guidelines for faculty to reference while drafting their DEI statements for promotion and tenure cases. Members discussed the value of creating such guidelines and ultimately decided to continue working on the guidelines specifically for promotion and tenure cases.

Action:

- The EDI Analyst will add [Guidelines for DEI Statements in Promotion & Tenure Cases](#) to the May 12 EDI agenda.

There being no further business, the meeting was adjourned at 12:30pm.
Attest: Clarissa Nobile, EDI Chair