I. Chair’s Report – Asmeret Asefaw Berhe - 5 min

II. Update from the December 11 PROC Meeting – Humberto Garcia -10 min

III. UCAADE meeting dates – 5 min

UCAADE meets on January 23, March 19 (may change to March 5), and May 28.

IV. Faculty Retention Feasibility Assessment – next steps – 10 min

The proposal was discussed at the December 4 DivCo meeting. DivCo recommended that D&E make revisions related to the role of Department Chairs. DivCo’s recommendation is available [here](https://ucmerced.box.com/s/oqxigaqqbm7emjs62zx7hbv964gm8b2f).

**Action Requested:**
Members review [document](https://ucmerced.box.com/s/oqxigaqqbm7emjs62zx7hbv964gm8b2f) and approve proposed revisions.
The approved version of the document will be sent to DivCo.

V. Consent Calendar - 5 min

A. Today’s agenda
B. November 26 Meeting Minutes

VI. Diversity, Equity and Inclusion in the PROC Process -25 min

PROC is interested in ensuring that DEI is highlighted as a central item of interest for the campus and programs being reviewed. PROC has asked D&E to review the proposed diversity plan form (available in box, which also includes DivCo comments: GC’s comment is separately available in box), and information on how frequently self-studies address DEI-relevant prompts.

**Action Requested:**
Members review document and discuss possible revisions. Members agree on next steps.

VII. Faculty Equity Advisors (FEAs) – Chair Berhe - 25 min

Members discuss proposed revisions to the current process for nominating FEAs and the checklist, and FEAs’ comments on the proposed checklist.

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This agenda may contain confidential and privileged material for the sole use of D&E Members.
Action Requested:
Members discuss possible additional revisions and agree on next steps.
Note: FEAs have been invited to comment on the document on December 9, 2019. Comments have been requested by December 16, 2019.

VIII. System Review Item

A. Proposed Revised APM-120, Emerita/Emeritus Titles–Member Fortier -- 5 min
As explained in the cover letter, proposed policy revisions include the addition of a gender inclusive title suffix; criteria for the recommendation of non-tenured Senate faculty; disqualification criteria; and a new subsection to address Deans and Faculty Administrators.

ActionsRequested:
Members discuss Prof. Fortier’s comments.
D&E’s comments are due to the Senate Chair by January 27, 2020.

IX. Informational Items

Divisional Council’s endorsement of the proposed revisions to PROC leadership

Academic Leadership Program
EVC/Provost Camfield invites faculty interested in academic leadership to participate in educational programs for this purpose. Financial support is available. EVC/Provost requests interested faculty to respond by January 15, 2020.