

**COMMITTEE FOR DIVERSITY AND EQUITY (D&E)****AGENDA****Tuesday, December 17, 2019****9:30-11:00am****KL 326****Materials Available on Box: <https://ucmerced.box.com/s/oqxigaqqbm7emjs62zx7hbv964gm8b2f>****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](#).**Action Requested:**Members review [document](#) 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.**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.

**Actions Requested:**

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.