

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**AGENDA****Tuesday, March 19, 2019****10:00-11:30am****KL 324****Materials Available on Box:****<https://ucmerced.box.com/s/1yqzhczytn70b5stk38z8zbu2uqso6to>****I. Consent Calendar – 5 min**

- A. Approval of the March 19 Agenda
- B. Approval of the [January 29 Minutes](#)

II. Campus Updates – 15 min

- A. APWG (February 6) – David Jennings
- B. DivCo ([March 4](#)) – David Jennings
- C. PROC Updates ([February 21](#) and [March 13](#)) – Ahmed Arif

III. Consultation with Provost/EVC Camfield – 20 min

The Provost will join members of D&E at 10:10am to discuss the following items:

- A. Academic Personnel - Alterations to the merit promotion system.
- B. Diversity in Faculty Hiring - UCAADE data has revealed that the percentage of faculty from underrepresented groups hired by Merced has decreased in the last year from the previous year. D&E to discuss ways of empowering the FEA program, in collaboration with campus academic leadership, so that the candidate pools and short-lists are representative of the diversity that is available in the fields.
- C. Faculty Retention – Hyperlinked below (item IV) is the “Value to UCM Assessment” document that D&E is currently discussing.

IV. Guidelines for Faculty Retention – 15 min

This topic was previously discussed by D&E. It was agreed that members would revise the guidelines in a way that more accurately addresses the systemic reasons why faculty separate from the university. Former Provost/EVC Peterson drafted guidelines last year for the Senate’s review. Several committees, including D&E, had critical comments. D&E’s AY 17-18 memo can be viewed [here](#).

Action Requested: Members propose revisions to the guidelines. Once members agree on a set of guidelines, a draft will be sent to DivCo and to the EVC for comments.

V. Campus Review Items – 15 min

- A. [Proposed Teaching and Preparation Program, Distance Education](#)

University Extension submitted a proposal to establish a distance education version of the non-degree program *UC Merced Extension Teacher Preparation Program, Multiple Subject Credential and Single Subject Credential*. The onsite version of this program was approved by the Senate in April 2018.

The policy governing the establishment of a non-degree program by Extension is [here](#). As per section II.C. of the policy, the Senate is asked to consider the following when reviewing a proposal for a non-degree program put forth by Extension: *Senate Committee members should ask questions if there are concerns about the credibility of*

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a content area, intended audience, or selection of courses to be included in a non-degree program, or resource impacts on existing (non-Extension) academic programs.

The new course requests (CRFs) for distance education versions of existing courses will be reviewed concurrently by Graduate Council.

D&E is not a lead reviewer.

Action Requested: D&E to decide whether to opine. If opining, a lead reviewer will be identified. The lead reviewer's comments will be sent to members by April 12 and included in the April 23 D&E agenda.

Comments are due to the Senate Chair by 5:00pm on Tuesday, April 23.

B. Committee on Research proposal for Comprehensive Policy for the Establishment, Disestablishment, and Review of ORUs.

A description of the CoR request is provided [here](#).

The proposed policy is available in Word format [here](#).

There are no lead committee reviewers for this item. All committees are encouraged to review and comment.

Action Requested: D&E to decide whether to opine. If opining, a lead reviewer will be identified. The lead reviewer's comments will be sent to D&E members for email review.

Comments are due to the Senate Chair by 5:00pm, Monday, April 22.

VI. Systemwide Review Items – 15 min

A. [UC Transfer Admission Guarantee](#)

The proposal was developed by BOARS and guarantees UC Transfer Admission for all eligible California Community College students under specific parameters (provided in the hyperlink above).

A joint memo from Systemwide Chair May and Provost Brown was sent to the Division Chairs and EVCs and is provided [here](#), as contextual information.

D&E is not a lead reviewer.

Action Requested: D&E to decide whether to opine. If opining, a lead reviewer will be identified. The lead reviewer's comments will be shared with D&E members by March 20 for review.

Comments are due to the Senate Chair by 5:00pm, Friday, March 22.

B. [Proposed Revision to Senate Bylaw 636 E. \(Entry Level Writing Requirement\)](#)

The proposed revisions pertain to how UC students are allowed to satisfy the University's Entry Level Writing Requirement (ELWR).

Action Requested: D&E to decide whether to opine. If opining, a lead reviewer will be identified. The lead reviewer's comments will be sent to D&E members by April 12 and included as a draft memo in the April 23 D&E agenda. At the April 23 meeting, D&E members will be invited to vote on the memo.

Comments are due to the Senate Chair by 5:00pm, Tuesday, April 23.

VII. Other Business? – 5 min

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