

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**AGENDA****Friday, May 3, 2019****10:00-11:00am****KL 326****Materials Available on Box:****<https://ucmerced.box.com/s/1yqzhczytn70b5stk38z8zbu2uqso6to>****I. Consent Calendar**

A. Approval of the Agenda

II. DivCo Updates – 15 min

A. April 15 – Ahmed Arif

B. April 29 – David Jennings

III. UCAADE Updates – Asmeret Berhe – 10 min**IV. Campus Items – 15 min****A. Guidelines for Faculty Retention – David Jennings**

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](#). VPF Matlock was invited to review this document and had no concerns/comments.

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.

B. Academic Planning Work Group Proposal - Vice Chair Berhe

The proposal was sent to all committees for review.

Actions Requested:

- Discuss lead reviewer's comments.
- Comments are due to the Senate Chair by 5:00pm, Monday, May 6.

C. Chair Duties Document from the Transition Oversight Committee – Ahmed Arif

The Transition Oversight Committee, charged with overseeing school restructuring work by the Provost, has developed a draft document outlining department chair duties for the Senate's review.

Actions Requested:

- Discuss lead reviewer's comments.
- Comments are due to the Senate Chair by 5:00pm, Monday, May 6.

V. Systemwide Review Items – 15 min**A. Proposed APM – Section 011: Academic Freedom, Protection of Professional Standards and**

This agenda may contain confidential and privileged material for the sole use of D&E Members.

Responsibilities of Non-Faculty Academic Appointees - David Jennings

Currently, APM - 010 (Academic Freedom) defines academic freedom as it pertains to faculty and defines the freedom of scholarly inquiry for students, as it derives from the faculty's academic freedom. APM - 015 (The Faculty Code of Conduct) defines the corresponding responsibilities as it pertains to faculty only. Although APM - 010 states that it is not intended to "diminish the rights and responsibilities enjoyed by other academic appointees," APM - 010 and APM - 015 do not address how these concepts apply or do not apply to non-faculty academic appointees. The proposed new policy is intended to address the academic privileges, rights, obligations, and responsibilities of non-faculty academic appointees.

Actions Requested:

- Discuss lead reviewer's comments, once lead is confirmed.
- Comments are due to the Senate Chair by 5:00pm, Monday, May 6.

B. UC Center Sacramento Review – Ahmed Arif

Background is provided in Provost Brown's March 25 letter to Systemwide Senate Chair May and briefly summarized below.

Per President Napolitano's direction, systemwide Provost & Executive Vice President for Academic Affairs initiated an extensive assessment of the UC Center Sacramento (UCCS) in August 2018. This report was developed based on interviews with and data collected from various stakeholders, including members of the UCCS Faculty Council and Advisory Board, as well as campus and other stakeholders. The current state assessment comprises the background, activities and programs, organizational structure, financials, and competitive landscape for UCCS. The proposal for the future of UCCS, includes a vision, set of goals, and changes necessary to meet those goals.

Actions Requested:

- Discuss lead reviewer's comments.
- Comments are due to the Senate Chair by 5:00pm, Monday, May 6.

C. "Limited" Review: Interim Policy on Responding to Immigration Enforcement Involving Patients on UC Health Facilities – Vice Chair Berhe

For the purposes of this Interim Policy, "health facility" would not include UC Student Health and Counseling Centers. Also, the timeline for review is very short. As we understand it, following review, the policy will be established on an interim basis. The policy will be finalized following further comprehensive review.

Actions Requested:

- Discuss lead reviewer's comments.
- D&E's comments are due to the Senate Chair by 5:00pm, Wednesday, May 8.

VII. Other Business? – 5 min**Members to consider:**

- A. What tasks and items would be useful for D&E to address next academic year?
- B. A quick review/feedback of this year's activities
- C. Other?