

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)
ANNUAL REPORT
AY 2016-2017

To the Merced Division of the Academic Senate:

In AY 2016-2017, D&E held a total of 6 regularly scheduled in-person meetings in order to conduct business with respect to its duties as outlined in UC Merced's Senate Bylaw [II.IV.6](#). Some additional business was completed via electronic mail discussions.

Areas of Focus

Faculty Equity Advisors

At the end of the last academic year (June 2016), the Division Council endorsed D&E's proposal to establish faculty equity advisors (FEA) and submitted a statement to this effect to the Chancellor, Provost/EVC and school deans. The FEA program was established, in conjunction with the Academic Personnel office, for the purpose of providing guidance during faculty recruitment with the overall goal of recruiting and retaining under-represented faculty members in an effort to more fully diversify the faculty as a whole. The FEA program was made effective August 2016. Four individuals – one from each school plus one assigned to faculty searches under the Strategic Academic Focusing Initiative (SAFI) – were identified to serve as FEAs and underwent diversity and implicit bias training at UC Irvine or UC Davis. Upon completing the training, the FEAs officially began serving.

In spring 2017, D&E invited all FEAs to attend the final committee meeting of the year to share their experiences in working with faculty searches. While some searches were still open at this time, FEAs reported that the preliminary data was encouraging with regard to gender diversity in the faculty applicant pools. There was less progress than expected in the area of underrepresented minorities. FEAs also shared that diversity numbers are discipline-specific. While overall, the FEAs reported a positive experience in their respective schools and that their input was welcomed by their colleagues, they also acknowledged the downside, namely, that the FEA role is not backed up with resources or any legal and enforceable language on diversity. UCM abides by federally-mandated affirmative action targets that must be met, but it is debatable as to

whether the FEAs are the proper individuals to enforce this. Going forward, it may be worthwhile to provide FEAs with legal advice and a legally-protected mandate.

D&E members also benefited from the FEAs' input on the expectations of their role and their functions with regard to working with unit chairs and deans to constitute search committees. Clarity in the schools is needed on this topic; in the next academic year, D&E will work on clarifying the role and function of the FEAs.

Selection and Reappointment of Endowed Chairs

In the last academic year, D&E members, in consultation with the Vice Provost for the Faculty (VPF), reviewed the endowed chairs section 6001 of the Merced Academic Policies & Procedures (MAPP) and recommended a set of revisions that became the committee's proposal for the selection and reappointment of endowed chairs.

The main points of D&E's proposal regarding the recruitment and appointment of endowed chairs stated that 1) A search committee, with multi-disciplinary (unit) representation, shall be appointed by the appropriate Dean(s) after consultation with the relevant Academic Personnel Chair(s) and should be charged with searching for and recommending an appointment for an Endowed Chair. 2) An Endowed Chair may be used either as a recruitment tool during the faculty appointment negotiation process or an Endowed Chair appointment can be made to existing faculty members. 3) The search committee shall conduct a search taking all reasonable steps to ensure the widest possible range of qualified candidates are included in the pool of potential candidates. 4) Appointments to Endowed Chairs shall be made in accordance with regularly established procedures for faculty appointments as currently outlined in MAPP section 2013. 5) The committee shall file a report with the Chancellor or designee describing the procedures followed and including its ranked list of candidates with explanation as to why the recommended candidate was judged superior to others on the list. 6) Departmental and campus appointment procedures applicable to advancement to the higher steps of the professor rank will be followed. The Chancellor or designee, upon recommendation of CAP, has final approval authority for appointment.

D&E's proposal also recommended the following criteria to be used when reviewing requests for renewal of endowed chair appointments: 1) The degree to which activities specific to the Endowed Chair as designated by the donor and approved by the University as well as goals to which the Endowed Chair holder committed, were fulfilled. 2) The activities of the Chair holder in support of the scholarly activities,

teaching, and University and public service activities of the department and campus. 3) The quality of the intellectual leadership provided to the department and campus by the Chair holder. 4) The degree of enhancement of the academic life on campus as a whole. 5) The progress of the Chair holder in scholarly activities, teaching, and University and public service as expected for faculty at the same academic rank.

In April 2016, the D&E committee submitted a formal proposal to Division Council. The proposal underwent a campus review after which Division Council endorsed it in May 2016 and transmitted the proposal to the Chancellor, Provost/EVC, VPF, and school deans. However, the transmittal was too late to be included in the new version of the MAPP which would have gone into effect on July 1, 2016.

At the beginning of this academic year in September 2016, Division Council re-submitted D&E's proposal to the administration and deans with a request that the proposed language on endowed chairs be enacted immediately. The VPF consented, and as of July 1, 2017, the new version of the MAPP will include the new procedures on the recruitment, appointment, and renewal of endowed chairs.

Recruitment and Appointment of Faculty Administrative Positions

In November 2016, D&E reviewed the AY 15-16 list of faculty appointments that include additional compensation. D&E submitted a memo to Division Council with the conclusion that the administration develop a fair and transparent process for all compensated positions, as that may help with issues related to diversity and equity.

At a January 2017 Division Council meeting, the Council requested that D&E articulate what the recruitment and appointment process should be for each position. In conjunction with the VPF, who advised the committee that UCOP issued guidelines for administrative positions, specifying which positions require a waiver or a recruitment, or neither, D&E members suggested drafting a policy on the recruitment and appointment of department chairs, associate deans, graduate chairs, and undergraduate chairs.

In spring 2017, D&E members discussed the current practices at other UC campuses with regard to the recruitment and appointment of the aforementioned positions. Due to UCOP's waiver of certain recruitments, campuses are no longer required to hold a recruitment for faculty administrative positions that are less than 100%. However, the

campus can still draft a policy that requires school deans to issue a communication to all faculty and request nominations for given faculty administrative positions, thus lending the process some transparency and equity.

In the next academic year, D&E looks forward to drafting a proposed policy to be reviewed by the Senate and to ultimately be included in the MAPP.

Second Annual Faculty Mentoring Event

Following the success of last year's speaker event, D&E again partnered with the Academic Personnel office to invite an external speaker to the campus to speak about issues of diversity. In spring 2017, the campus hosted Professor Chavella Pittman, Associate Professor of Sociology at Dominican University. Professor Pittman held three, well-received sessions with UCM faculty: first, with deans, AP chairs, and members of review committees on the topic of bias in teaching evaluations; second, a luncheon with all faculty on the topic of teaching experiences of faculty with marginalized statuses; and finally, with graduate student instructors on the topic of strategies for addressing incivility in the classroom.

Program Review

D&E members participated in recent site visits for the academic program review of the majors in political science, sociology, and biology, as well as the philosophy minor. Members reported that external site teams were quite interested in the issue of UCM faculty diversity and that members' participation was useful.

Expansion of D&E Membership - Approved Change to Senate Bylaws

In the last academic year, D&E requested a change to the D&E section of the UCM Senate bylaws to expand the committee's membership to at least four members, and at least one from each school. This proposed amendment was reviewed and approved by a faculty vote at the end of the spring semester. The Senate bylaws were formally changed, and in the next academic year, D&E will have an additional committee member.

Enhancing Faculty Diversity in the UC System

At the end of the academic year, D&E submitted a memo to Division Council, highlighting various issues surrounding faculty diversity in the UC system: 1) Only

7.2% of ladder-rank faculty across the UC system are domestic underrepresented minorities; 2) The net number of faculty of color, at both the junior and senior ranks, is critical for fostering a culturally inclusive environment for staff and students from historically underrepresented groups on each campus; 3) A culture of inclusion must be fostered at each campus in order to meet the University of California's commitment to campus diversity and retain faculty of color, and 4) In order to fulfill the goal, this commitment to hiring faculty must come from senior leadership - at the system-wide and campus levels. D&E offered several best practices for implementation at UCM: 1) create and support target of opportunity hires; 2) enhance and monitor the search process; 3) tie resources to affirmative action goals, and 4) create a culture of diversity and equity. D&E requested that the memo be forwarded to the Provost/EVC for consideration and anticipates further discussion in the next academic year.

Consultation with Vice Provost for the Faculty

D&E benefited throughout the year from consultation with the VPF, who serves as an ex-officio member. In addition to valued input regarding D&E's main initiatives this year regarding the workflow of the FEAs, the appointment and renewal of endowed chairs, and the recruitment and appointment of certain faculty administrative positions, the VPF also consulted with D&E on the following:

- VPF's ongoing efforts to provide support to LGBTQ faculty members. In consultation with LGBTQ faculty, university counsel, and IRDS, VPF Camfield is determining appropriate ways to collect demographic data for reporting purposes in order to ascertain utilization of benefits and improved representation for LGBTQ faculty members. D&E looks forward to its collaboration with VPF Camfield as we seek to create an equitable and welcoming environment for LGBTQ faculty. D&E submitted a memo to Division Council, voicing its support of the VPF's efforts in this regard.
- Last year, the campus began requiring all three schools to require a diversity statement from faculty candidates. The VPF advocated for more thoughtful evaluation by review committees' scoresheets and rubrics. In addition, he would like to establish clearer guidelines and expectations for the evaluation of contributions to diversity in faculty advancement and promotion cases.

- In the next academic year, he wants to empanel a task force on the evaluation of teaching, and requested a member of D&E to serve (as well as representatives from D&E, CAP, UGC, and GC).

Consultation with Administration

D&E benefited throughout the academic year from consultation with key members of the administration who provided valuable updates and information:

- Associate Chancellor Luanna Putney provided an update on the Police Advisory Board. Originally suggested by the Senate Committee on Faculty Welfare and Academic Freedom (FWAF), and in consultation with that committee, a draft board membership has been reviewed by several campus stakeholders representing faculty, staff, students, and the Chancellor. Once the Chancellor approves the draft, Associate Chancellor Putney will work with the future AVC of Public Safety on next steps.
- Director of Campus Climate De Acker provided D&E members with resources such as the contact information for the UCM Behavioral Intervention Team; a document on classroom etiquette and disruption; and updated the committee on the UCM policy on Prohibition of Abusive Conduct and Acts of Violence by University Employees and Non-Affiliates.
- Ombuds Callale Concon shared with D&E that this year, she opened 179 cases, 13% of which were faculty. Seven mediations were conducted this year, approximately half of which involved faculty. Three more cases or mediations are expected to be opened before the end of the academic year, and one of these is faculty-related.
- There was a 50% increase in faculty members consulting with the Ombuds in spring semester over fall semester. Broadly speaking, the issues of concern to faculty are educational opportunities with regard to raising awareness on implicit bias, hiring and promotion implicit bias, an increase in historically oppressed people becoming the oppressors, and inter-cultural communication issues.

Campus Review Items

D&E opined and endorsed the following campus review items:

- School of Engineering's proposal to establish five bylaw units with the recommendation that the School pay close attention to race and gender equality in those units;
- Recommended Voting Policies in Academic Personnel Cases document as drafted by the Committee on Rules and Elections;
- SSHA proposal to create an English Honors program with the caution that the School be attentive to ensuring that the program reflects the diversity of the broader student population;
- SSHA proposal to create a major in Critical Race and Ethnic Studies;
- Guide to Senate Committee Membership and the Purpose and Practice of Executive Session,
- Honors Task Force Report.

Systemwide Review Items

D&E opined and endorsed the following systemwide review items:

- Revisions to Senate Bylaw 336; endorsed the revisions to APM 285, 210, 133, 740 pertaining to the renaming of the L(P)SOE series to "Teaching Professor";
- Revisions to the G-28 travel regulations, making them more family-friendly;
- Revisions to Nondiscrimination Policy and APM 15,
- Proposal to establish a campus writing center.

Respectfully submitted:

D&E members:

Tanya Golash-Boza, Chair (SSHA)

Wei-Chun Chin, Vice Chair (SOE)

Clarissa Nobile (SNS), UCAADE representative

Ex officio, non-voting member:

Gregg Camfield, Vice Provost for the Faculty

Staff:

Simrin Takhar