

**COMMITTEE ON DIVERSITY AND EQUITY  
ANNUAL REPORT  
2017-2018**

**TO THE MERCED DIVISION OF THE ACADEMIC SENATE**

In AY 2017-2018, D&E held a total of six 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. Over the course of the year, guest attendees included Associate Vice Chancellor and Dean of Students, Jonathan Grady, Director of Campus Climate, De Acker, Director of Institutional Research, Jenna Allen, Committee on Academic Personnel Chair, Ignacio Lopez-Calvo, and Faculty Equity Advisors, Professor Arnold Kim, Professor Valerie Leppert, and Professor Tanya Golash-Boza.

**Areas of Focus**

***Faculty Equity Advisors***

Faculty Equity Advisors (FEAs) are appointed to work with search committees to ensure they follow recognized best practices to help develop a diverse applicant pool. The FEAs serve as advisors to the search, helping with the search plan and evaluation criteria; they also provide advice on resources that might be shared with candidates at the time of interviews. FEAs are appointed for a two-year term by D&E, the school deans and Vice Provost for the Faculty (VPF) Camfield, and undergo training to help them support their colleagues in this important task. The AY 2017-18 FEAs include:

- Professor Arnold Kim, SNS
- Professor Valerie Leppert, SOE
- Professor Tanya Golash-Boza, SSHA

In March 2018, D&E updated the role and appointment mechanisms of the FEAs to specify that Faculty Equity Advisors must be tenured faculty.

In April 2018, D&E disbursed the Call for Nominations for AY 2018-19 and AY 2019-20 Faculty Equity Advisors. Three faculty members were selected each representing a different school. The AY 2018-19 FEAs are:

- Professor Chris Amemiya, SNS
- Professor Valerie Leppert, SOE
- Professor Tanya Golash-Boza, SSHA

***Campus Diversity Statement***

As requested by the administration in AY 2014-15, D&E collaborated with Director of Campus Climate De Acker to draft a new campus diversity statement. Director Acker was invited to three committee meetings throughout the year to provide updates and brainstorm on content. This will carry forward to AY 2018-19.

***Conflict of Interest Statement***

D&E established a Conflict of Interest statement as requested by the Senate Chair on March 19, 2018. The Conflict of Interest statement can be found on the Senate website.

***Proposed Diversity Plan for Periodic Program Review***

D&E was interested in ensuring that academic programs attend to diversity as a matter of ongoing program planning. Toward this end, the committee proposed that programs be asked to develop a plan for diversity as a

mandatory part of periodic program review. D&E asked UGC and GC to consider officially adopting the proposed Diversity Plan as part of the undergraduate and graduate policies governing these processes.

Specifically, D&E drafted a guide and implementation strategy to help units achieve their diversity, equity, and inclusion goals. The proposal is to include a statement requiring that programs complete these materials. This item will carryforward to AY 2018-19.

### ***Diversity Guidelines for the Policies for Proposing New Degree Programs***

During the process of discussing the Diversity Plan for Periodic Review (noted above), members found that the undergraduate and graduate Senate policies for proposing new degree programs did not include diversity. On March 19, 2018, D&E suggested to UGC and GC the incorporation of a clearer articulation of diversity considerations into the Undergraduate Senate Policy and Graduate Senate Policy. D&E also encouraged Graduate Council to make the same suggestion of incorporating diversity guidelines to the Coordinating Committee on Graduate Affairs (CCGA) regarding the CCGA Handbook.

### ***Faculty Contributions to Diversity (APM 210-D)***

During the fall of 2017, D&E partnered with the Committee on Academic Personnel (CAP) to draft a joint memo to the VPF requesting revisions to the MAPP to clarify expectations for faculty contributions to diversity in their case files. Ultimately, D&E and CAP differed slightly in their interpretation of APM 210-D and, after extensive discussions, CAP elected to send its own memo.

### ***Consultation with Vice Provost for the Faculty Gregg Camfield***

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 regular business, the VPF also consulted with D&E on the following:

- Departmental Annual Affirmative Action Reporting
- Contributions to Diversity in Self-Statements
- Department Diversity Plans
- Provost / EVC Peterson's Diversity Hiring Plan
- President's Postdoctoral Fellowship Program
- Senate Faculty Survey Responses
- Racial Implications of California's Proposed Online University

### ***Campus Review Items***

D&E opined on the following campus review items:

- October 6, 2017: Endorsed the Proposed Revisions to the UCM Bylaws that would empanel a Reserve CAP (RCAP) with a suggestion to include "the selection of committee members should consider diversity factors" in the RCAP bylaws.
- November 17, 2017: Offered comments to the Senate Chair regarding the Value to Merced Proposal for Faculty Retention.
- February 28, 2018: Offered comments to the Senate Chair regarding the Bioengineering CCGA Proposal in that members do not agree that Diversity should be included in the "disability" section of the proposal.
- March 13, 2018: Requested clarification for aspects of the UC Merced Carry Forward of Year End Funds Policy.
- April 18, 2018: Recommended to the Senate Chair that the Proposal for Academic Reorganization incorporate text stating, "The chair is required to develop a departmental/group diversity plan to address the specific needs of the unit and to promote the value outlined in UC Regents Policy 4400 and UC Merced Principles of Community. The diversity plan should aim to collectively grow and sustain a safe, supportive and inclusive environment that values all members of the unit, including faculty, staff and students. "

### ***Systemwide Review Items***

D&E opined on the following systemwide review items:

- October 6, 2017: Offered comments to the Senate Chair for the Taskforce Report on the Negotiated Salary Trial Program and recommended that faculty diversity considerations be taken into account in future planning of the program.
- January 30, 2018: Provided recommendations to strengthen the Proposed Presidential Policy on Open Access for Theses and Dissertations.
- February 26, 2018: Offered comments to the Senate Chair for the Proposed Amendment to Senate Bylaw 128, Conflicts of Interest noting that it may be in the best interest of the Academic Council to refine the proposed language as the section is unclear and may lead to different interpretations.

Respectfully submitted,

Wei-Chun Chin, Chair and CCCI representative (SOE)

Clarissa Nobile, Vice Chair and UCAADE representative (SNS)

Zulema Valdez (SSHA)

Nigel Hatton (SSHA)

*Ex-Officio*

Susan Amussen, Senate Chair (SSHA)

Kurt Schnier, Senate Vice Chair (SSHA)

Gregg Camfield, Vice Provost for the Faculty

*Senate Staff*

Brittany Conn, Senior Senate Analyst

Simrin Takhar, Principal Analyst