

**COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**

**DRAFT Minutes**  
**Tuesday, October 29, 2019**  
**9:30-11:00am**

**I. Chair’s Report – Asmeret Asefaw Berhe - 10 min.****A. [Divisional Council Meetings](#)**

Chancellor Search -- Chair Berhe reported that DivCo members stressed the importance of having candidates with academic and diversity records.

DivCo also discussed the restructuring of the Sponsored Project Office. There are concerns about centralization, as differentiation, at least at school levels, is important.

**B. Update on FEAs**

It was noted that SNS now has two FEAs due to the large number of searches in the School

**C. D&E Representative on the [Periodic Review Oversight Committee](#)**

FEAs have declined to participate, citing existing heavy work load. Chair Berhe will attend the 11/20 meeting and member Humberto Garcia will attend on 12/11.

**II. Consent Calendar – 5 min.****A. Today’s agenda****B. [September 10 Meeting Minutes](#)**

The consent calendar was approved as presented.

**III. Updates from the [October 17 UCAADE Meeting](#) – Humberto Garcia – 5 min.**

UCAADE discussed the funding for campus climate for diversity and equity, which will continue. It was noted that in searches for administrators there is no consideration of contributions to diversity, even though it is part of faculty search. Another question was the inconsistencies across campuses of the role of the Chief Diversity, Equity and Inclusion Officer, in particular, how to enforce accountability.

**IV. Guidelines for Faculty Retention – 20 min**

Members discussed how to “value” (as the guideline was titled “Value to UCM”) faculty, the need for a uniform process for retention cases, including possibly holding “exit interviews” with departing faculty, and the desirability for a proactive approach that would reduce likelihood of faculty departure. Members agreed with the D&E comments and suggestions to the document made in AY 18-19 and this semester, including renaming the document as UCM Faculty Retention Feasibility Assessment.

**Action:** Members suggested additional revisions and renamed the document. A memo with the revised document was sent to the Senate Chair on October 31 for comments/endorsement. It is available [here](#).

**V. Faculty Equity Advisors (FEAs) – Chair Berhe, Vice Chair Yen, and Member Kim - 15 min**

Lead readers introduced proposed revisions to the current [process for nominating FEAs](#) and suggested  
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ways to streamline the process. It was suggested that the guideline include *consultation* with school executive committees as part of the process, with a clear statement that D&E still makes the final decisions on FEA appointments, in consultation with the VPF and the Deans.

**Action:** Members continue to revise the guidelines and the checklist.

## VI. Representations on Senate Committees – Member Marie-Odile Fortier – 10 min

Members discussed the following requests for comments from DivCo:

- A. [Librarian Association of UC Merced Representation on Senate Committees](#)  
The Librarian Association of UC Merced would like to be able to bring the Library's perspective to Senate committee deliberations, particularly those focused on academic programs, research initiatives, and issues related to resource planning and allocation.
- B. [Non-Senate \(Unit 18\) Faculty Representation on Senate Committees](#)  
Senate committees are invited to consider whether the addition of a Unit 18 Lecturer to relevant Senate committees would be valuable.

On November 5, DE Members issued a memo to DivCo on this topic. The memo is available [here](#).

## VII. Consultation with Dania Matos, Associate Chancellor of Diversity, Equity, and Inclusion – 20 min

- A. [PROC Request for Guidance re: UCM Priorities for Diversity, Equity, and Inclusion in the context of academic program reviews.](#)  
ACDEI Matos is doing listening tours to prepare for strategic planning, extending into downtown Merced (multicultural center, castle). She would like to shift toward equity and justice, going beyond multicultural and diversity. ACDEI assured that deans welcome collaborative efforts for increased accountability and empowerment in pursuit of D&E goals.

D&E [issued a memo](#) on this item on November 14.

The meeting adjourned at 11:14am