

Committee for Diversity and Equity (D&E)
Minutes of Meeting
December 14, 2015

Pursuant to call, the Committee for Diversity and Equity met at 2:30 pm on December 14, 2015 in Room 324 of the Kolligian Library, Chair Tanya Golash-Boza presiding.

I. Chair's Report

Chair Golash-Boza updated committee members on the following:

--November 30 Division Council meeting

- AVC of Enrollment Jill Orcutt, Director of Admissions & Outreach Encarnacion Ruiz, and Analyst Gary Lowe of IRDS presented student enrollment projections. If enrollment increases as planned without the necessary campus infrastructure, the campus will face serious challenges.
- Division Council discussed the University Honors Task Force report and had concerns over faculty workload.

II. Consent Calendar

ACTION: The October 20 meeting minutes were approved as presented.

III. Outward-facing Faculty Event

D&E members discussed the idea of holding an event for faculty of color and other allies to address issues such as micro aggression and effectively handling students, administrators, and colleagues. This event could be in the form of a luncheon in March 2016 with several units (Senate, VPF, Humanities Center) possibly sharing the costs of inviting an external speaker (travel and honorarium).

ACTION: D&E chair will draft a proposed budget and ascertain whether the cost can be shared among the aforementioned units.

IV. Endowed Chairs Nomination Process

At the December 2 Meeting of the Division, the Provost/EVC stated that he agreed with most of the tenets of D&E's memo which pointed out the lack of diversity in UCM's endowed chairs and the large number of vacant chairs. The Provost stated that he is asking for guidance from both D&E and FWAFF on establishing guidelines in the schools for the nomination of endowed chair candidates.

D&E members agreed that the dean announcing the list of vacant chairs in the schools is straightforward. What is not clear is whom the candidates are reviewed by and when. There are also issues surrounding candidates from more than one bylaw 55 unit.

ACTION: Committee analyst will research the nomination processes at other UC campuses. D&E chair will draft a proposed process for UCM for the committee to review in spring semester.

V. VPF Report

VPF Camfield updated D&E members on the following:

- The first round of review of the Presidential Sexual Violence and Sexual Harassment policy from UCOP was fact finding with regard to campus policies. UCOP has also asked for the number of cases that were brought against Senate faculty as well as the outcomes.
- The VPF is serving on a task force on the L(P)SOE series. Some campuses have instituted working titles such as "Professor of Teaching" instead of L(P)SOE. However, to formalize any change in title, both the APM and the Standing Order of the Regents has to be revised which will take a significant amount of time. The VPF also pointed out that this is an equity issue for L(P)SOEs as they are not afforded the same rights as ladder-rank faculty members even though they are Senate faculty.

- The lack of diversity on CAP across the UC system is a symptom of the lack of diversity in the UC faculty in general. Identifying full professors in the appropriate disciplines to serve on CAP is a challenge due to workload issues.

ACTION: D&E committee members

VI. Faculty Equity Advisors

Prior to this meeting, D&E committee members were tasked with finding two faculty members in their respective schools who would be willing to serve as faculty equity advisors. One volunteer has been identified.

Chair Golash-Boza and another SSHA faculty member will attend the January 12, 2016 UC Davis trainings on institutional and implicit bias. Chair Golash-Boza indicated that upon their return, she will present the training materials to D&E members in the hope that the committee can adapt the materials to UCM. Once the UCM-specific materials are in order, D&E members will continue their effort to find more volunteers to serve as faculty equity advisors with the promise that all volunteers will receive guidance and training. The VPF stated that he will support D&E's efforts and mentioned that the establishment of faculty equity advisors will serve to recruit and retain diverse faculty members.

VII. Other Business

The VPF announced that he spoke with a faculty member from Claremont Graduate University who expressed an interest in working with UCM faculty members on Team Science research projects. D&E members responded positively at the prospect of having additional members join their interdisciplinary and disciplinary Team Science teams.

There being no further business, the meeting adjourned at 3:40 pm.

Attest: Tanya Golash-Boza, Chair

Minutes prepared by: Simrin Takhar, Senate Analyst