

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**Minutes of Meeting****Thursday, September 13, 2018****10:00 – 11:30 AM****KL 397**

Pursuant the call, the Committee for Diversity and Equity (D&E) met at 10:00 A.M. in Room 397 of the Kolligian Library, Chair Nobile presiding.

Present: Clarissa Nobile, Asmeret Asefaw Berhe, David Jennings, Ahmed Arif, and Teenie Matlock.

I. Welcome and Introductions – *Chair Nobile*

Chair Nobile welcomed members to the first meeting of the fall semester and members introduced themselves.

II. Chair's Report – *Chair Nobile*

The Chair reported on the following.

- Vice Chair Berhe will serve as the D&E representative on the University Committee on Affirmative Action, Diversity, and Equity (UCAADE). Due to calendar conflicts with the first UCAADE meeting, both the Vice Chair and Chair will be unable to attend.
- Ahmed Arif will represent D&E on the Periodic Review Oversight Committee (PROC).
- Confidentiality is a critical function of the committee. Members have been reassured that all information will be shared via the notes. Should members request a confidential conversation, members can request an Executive Session, at which time the ex-officio member will leave, and minutes will not be taken. The ex-officio member is a non-voting member.
- The committee will attempt to balance the members' workloads. The Chair will conduct a first review of all incoming business and decide whether or not it should be disbursed to committee members. Items distributed will be either assigned to a lead reviewer or there will be a call for volunteers.
- Guests will join certain meetings to discuss a particular topic.
- The Chair asked members to review the D&E Conflict of Interest policy, which was drafted AY 2017-18, and asked members to inform the group if there is or could be a potential conflict.
- The Faculty Equity Advisors (FEA) program – originally launched by the D&E committee in a previous academic year – consists of one faculty member from each school to engage with faculty search committees and deans to encourage that diversity considerations are being taken into account. The FEAs this year are Chris Amemiya from SNS, Tanya Golash-Boza from SSHA, and Valerie Leppert from SOE. They will attend the December 6 D&E meeting to provide updates on their work this semester.

III. Vice Chair's Report – *Asmeret Asefaw Berhe*

The Vice Chair reported on the August 28, 2018 Divisional Council (DivCo) meeting in which members discussed faculty hires through 2020. Vice Chair Berhe suggested that it would be helpful if diversity considerations were included at the beginning of the hiring process, and therefore, suggested to DivCo that a D&E representative join

the Academic Planning Work Group (APWG).

DivCo members also discussed the impending proposal to establish the Gallo School of Management and discussed the procedures that will need to be developed in order to review the proposal.

ACTION: The analyst, on behalf of the Chair, will inform the COC Chair that Professor Asmeret Asefaw Berhe will serve as the D&E representative on APWG.

IV. Committee Updates - *Ahmed Arif*

Professor Arif reported on the September 11, 2018 DivCo meeting in which members again discussed the Gallo School of Management, as well as campus parking issues.

Professor Arif was unable to attend the September 12, 2018 PROC meeting.

V. Consent Calendar

ACTION: The September 13, 2018 agenda and April 25, 2018 minutes were unanimously approved as presented.

VI. D&E Committee Goals for AY 2018-19 – *Chair Nobile*

Goals for AY 2018-19 include:

- Draft suggested guidelines for the interim Provost/EVC to aid in faculty retention.
- Explore the possibility of adopting a half-step merit system to credit faculty who have demonstrated appropriate activities in their merit reviews. Analyst will post documents related to UC Davis's model on Box for D&E members' review.
- Consult with the Associate Vice Provost for the Faculty regarding target of opportunity hires.
- Discussion of the possibility of recommending to the interim Provost/EVC that a certain percentage of the next 100 faculty hires until 2020 be held for spousal hires and target of opportunity hires. D&E members will discuss this issue with the interim Provost/EVC and the Associate Vice Provost for the Faculty at the November 8 meeting.

VII. Campus Review Items

A. Extension to establish a new Non-Degree Certificate in Child Development and Care (CDC)

Members discussed the proposal from University Extension to *Establish a New Non-Degree Certificate in Child Development and Care (CDC)*. Members support the proposal and appreciate the need for the proposed program. Although D&E supports the proposal, members discussed the following.

- The proposal indicates that the program is to be completed by full-time students in a sixteen-week period. Members are curious as to the rationale of this requirement. D&E believes that a program that offers full and part-time options may be more inclusive, i.e. a part-time program may draw in a greater number and wider range of student applicants.
- Section 4.1 of the proposal lists the personnel expenses: Director/Instructor and Adjunct Faculty Lecturers. D&E encourages the authors to consider 1) security of employment by building in a full-time position

rather than two Adjunct Faculty positions; 2) re-evaluating the salary disparity between the personnel positions as the Adjunct Faculty Lecturers, whom are paid considerably less, will undertake a considerable amount of the workload; and 3) making the Adjunct Faculty Lecturer positions available to Unit 18 Lecturers on campus or other existing pools of qualified candidates.

- The proposal states that, due to resource limitations, the program will not provide a list of practicum opportunities for students beyond Merced County and student advising or academic success support beyond the assigned instructor. But in the strong interest of setting up students for success, members agree that University Extension should find the resources needed to 1) provide a list of practicum opportunities to the students; 2) ensure that all students are placed in practicums; and 3) aid students in preparing the application for the Child Development Assistant Permit.

ACTION: The analyst, on behalf of the Chair, will transmit comments to the Senate Chair by September 18, 2018.

B. Recommended Voting Policies in Academic Personnel Cases

Members reviewed and discussed the *Recommended Voting Policies in Academic Personnel Cases* as drafted by the Committee on Rules and Elections (CRE). The revised guidelines now present “options”, with Option 1 under Barrier Promotion Cases being that departments follow the “At or above rank of application” (AARA) rule, and option 2 being that departments may adopt their own voting policies that reflect their own histories as well as disciplinary differences, including granting voting rights to faculty at lower ranks. D&E questions, then, the need for a recommended policy at all, if departments can simply articulate their own policies insofar as such policies operate within the confines of Senate Bylaw 55.

D&E also rejects the assumption that the AARA rule would protect against conflicts of interest among junior faculty, as it implies that our untenured colleagues are incapable of judging their senior colleagues’ work in an unbiased manner. And furthermore, AARA does nothing to neutralize any biases that senior colleagues might harbor. For these reasons, D&E believes that CRE should recommend open rank voting, since it is maximally inclusive, equitable, and transparent.

Members are also opposed to both Option 1 and Option 2 under “Alternative Faculty Tracks”. Option 1 allows for a full separation of voting rights such that L(P)SOEs can only vote on cases in their own faculty track. Option 2 allows for “asymmetric voting rights”: ladder rank faculty can vote on merit and promotion cases of L(P)SOE faculty but not vice versa. Either of these options, if used by academic units, would effectively promote inequity and non-inclusion of our colleagues in this rank; moreover, it ignores the expertise of L(P)SOE faculty with regard to evaluating their ladder rank colleagues’ teaching performance.

D&E agrees that voting rights should be universal and consistent with the tenets of diversity and inclusion of the University. While members appreciate CRE’s effort in revising these guidelines, D&E find their rationale with regard to the AARA rule to be unconvincing, and their latent approval of the disenfranchisement of L(P)SOEs concerning.

ACTION: The analyst, on behalf of the Chair, will transmit comments to the Senate Chair by October 16, 2018.

VIII. Chancellor’s Advisory Committee on Queer Issues (CACQI) – *Chair Nobile*

A. Faculty Equity Advisors: LGBTQ+ Diversity in the Faculty Hiring Process

Chair Nobile and VPF Matlock received an email from the Chancellor’s Advisory Committee on Queer

Issues (CACQI) outlining issues on campus related to LGBTQ+ issues on campus. One issue, specifically, regarding the FEAs. Concerns have been raised over the past year about the lack of inclusion of LGBTQ+ diversity in the conversations FEAs have with faculty about hiring processes. CACQI met with the former VPF (now interim Provost/EVC Camfield) last year to express their concern. VPF Matlock will continue this work. Chair Nobile would like D&E to continue to show its support in providing the FEAs with training related to LGBTQ+ diversity. She noted that D&E provided a memo of support in AY 2017-18. VPF Matlock noted that the new Associate Vice Provost for the Faculty, Zulema Valdez, is charged with focusing on diversity so it would be helpful to discuss this issue with her at the next meeting. It is unclear if FEAs have the authority to intervene when a department and/ or school is not adequately taking diversity into account. D&E would also like to revisit the role of the FEAs to establish a clearer understanding of the position's duties. One member asked if there are official expectations as to what is considered a sufficiently diverse pool. Vice Chair Berhe noted that APO maintains this information but it is also field-specific.

ACTION: 1) The analyst, on behalf of the Chair, will send a memo to the FEAs to re-emphasize the importance of considering diversity in its full scope when conducting faculty hires. Analyst will obtain materials used in the UC Irvine and UC Davis FEA trainings and distribute to D&E members as an informational item. 2) The committee is to reexamine and revise the role of the FEAs, to establish a clearer understanding of the position's duties.

B. Faculty Senate Contributions to Diversity Award: Distinguished Contributions to Diversity on Campus and the Surrounding Community

Chair Nobile reported that CACQI is interested in the establishment of a Contributions to Diversity Award to recognize faculty who demonstrate achievement in this area. CACQI Co-Chair Beattie noted that those who work on diversity are generally overburdened, and this is compounded in the LGBTQ+ community because there are a small number of faculty and staff working on LGBTQ+ issues. Chair Nobile would like D&E to support this effort.

IX. Consultation with Interim VPF Matlock

VPF Matlock stated that there is great work being done on campus regarding diversity – including diversity in faculty hiring – and it will be important to coordinate efforts so the campus can continue to progress.

ACTION: The Chair will contact CACQI Co-Chairs Irene Beattie and Nigel Hatton to request advice for best practices when dealing with FEAs and the LGBTQ+ component of faculty hiring.

X. Additional Items

ACTION: Confirm with Interim Provost/EVC that he is willing to fund a potential new Senate award for Contributions to Diversity.

XI. Informational Item

A. AY 2017-18 Annual Report