

## Committee for Diversity and Equity (D&amp;E)

Thursday, September 21, 2017

12:30 – 2:00 pm, KL 397

Pursuant to call, the Committee for Diversity and Equity met at 12:30 PM on September 21, 2017 in Room 397 of the Kolligian Library, Chair Wei-Chun Chin presiding.

## I. Chair's Report

Chair Chin welcomed new members and after introductions of committee members and guests were made, he began his report:

- Vice Chair Nobile will again serve as D&E's representative to the corresponding systemwide committee, the University Committee on Affirmative Action, Diversity, and Equity (UCAADE) and will keep D&E members apprised of systemwide updates.
- Chair Chin, who serves as D&E's representative to the Periodic Review Oversight Committee (PROC), updated D&E members on the August 28 meeting: the committee outlined the programs that are scheduled to undergo review this year, discussed the next phase for programs that were reviewed last year, and assigned primary readers to various reports.
- D&E currently does not have a conflict of interest policy. This academic year, the committee should strive to draft a policy, and can use other Senate committee policies as a guide.  
**ACTION:** Committee analyst to distribute other Senate committee conflict of interest policies to D&E members as an example. D&E members will draft a policy via email and will approve it at the November 16 meeting.
- A group of faculty recently submitted a letter to the Provost/EVC, requesting an increase in the proportion of black STEM faculty. The shortage of black faculty has negative consequences for students, faculty, and the university. The letter requests the release of additional FTE lines for the recruitment of black faculty in the STEM fields as well as resources devoted to the retention of black faculty. D&E and FWAFF were copied on the letter. Chair Chin and FWAFF chair Sean Malloy agreed that since the letter was addressed to the Provost/EVC, he should prepare a response using the components of the letter to inform

his actions; however, D&E and FWAFF would be available for provide input if asked. VPF Camfield encouraged D&E to provide input on ensuring that faculty members receive proper credit for extraordinary service.

- Chair Chin attended the first meeting of the newly-created Academic Governance Cabinet on September 18. The Cabinet, which is comprised of Division Council members and senior administrators, discussed the three major campus initiatives that arose from the August governance retreat led by the Chancellor: 1) academic planning, 2) academic/school restructuring, and 3) budget. Working groups have been formed for each initiative. Chair Chin raised the issue at Cabinet about the lack of diversity as a campus initiative. The Provost/EVC responded that he will include diversity considerations in the academic planning working group charge. VPF Camfield announced that he is co-chairing the academic/school restructuring working group, and part of that group's discussion will include a discussion on requiring each bylaw unit/department chair to produce a report on their affirmative action/diversity efforts for faculty hiring, advancements, and promotions. This activity is in practice in SSHA, and the goal is to make it uniform across the three schools. Chair Chin pointed out that the campus has approximately 100 faculty FTE lines left under the Provost's multi-year hiring plan (realistically fewer, due to potential spousal hires) and it is important that diversity considerations are taken into account with these next 100 faculty lines. VPF Camfield suggested that since Senate Chair Amussen co-chairs the academic planning working group, D&E should consult with her on ensuring diversity is taken into account for future faculty FTE lines.

**ACTION:** D&E to send a memo to Senate Chair Amussen that states that the academic planning working group initiatives should include diversity as part of its structure, and request that the memo be shared with the Provost/EVC who co-chairs the working group.

## II. Consent Calendar

**ACTION:** the May 2, 2017 minutes were approved as presented.

### III. Faculty Equity Advisor (FEA) Program

Launched last year by D&E, the program is in its second year, with one FEA per school to advise faculty search committees on diversity issues. It recently came to D&E's attention that LGBTQ considerations are not being taken into account in all of the FEAs' interactions with faculty. Sexual orientation is included in Regents Policy 4400 - Policy on University of California Diversity Statement, and therefore, LGBTQ issues should be included in the FEAs' work.

VPF Camfield provided an update on an initiative he began last year – and which D&E provided a memo of support to Division Council – on gathering data related to LGBTQ faculty. The VPF explained that the voluntary form that UCOP uses for faculty includes a question about gender in a binary form, furthermore, selecting from among two genders is required for payroll. Presenting such a binary structure on gender violates California statutory law and federal case law. The VPF empaneled a task force of LGBTQ faculty last year whose members discussed ways to collect data in a respectful manner. Since UCOP has stated that they will not change their form, the VPF is creating a modified form that will not replace the UCOP form but will be offered to faculty alongside UCOP's form. The VPF intends to issue a memo to all current faculty and future faculty explaining the rationale of the revised form. Finally, the VPF requested that the AP Recruit board include the revised, non-binary form in their system to use for faculty job applications, and they are working to implement it.

Last year, D&E invited FEAs to a committee meeting to share their experiences during the faculty recruitment cycle. Members agreed that this year's FEAs should be invited to a future meeting.

**ACTION:** Committee analyst to invite the three current FEAs to a future D&E meeting to debrief the committee on their faculty recruitment activities. A memo from D&E will be sent to the current FEAs to remind them the diversity definition outlined in Regents Policy 4400. Sexual orientation and gender expression should be included in the diversity consideration for faculty hiring.

#### IV. UC First-Generation Student and Faculty Effort

A D&E member raised the issue that faculty who are first generation and from underrepresented groups find themselves overburdened with service requests. Many of these faculty untenured and are reluctant to decline service requests especially if the requests are related to their first generation students.

A D&E member reminded the committee about last year's committee discussion on UCM possibly adopting UC Davis's half-step advancement system. In that discussion, D&E members analyzed the Davis model but ultimately decided not to take action. Under a half-step system, faculty who undertook extraordinary service in a given review period are credited appropriately. But while Davis's system provides a half-step above the baseline, for UCM it would serve as a compensatory mechanism for faculty who have not been advanced fairly. Davis's half-step system also eliminated the need for time-accelerated advancements; they maintain the rule is that a faculty member's normative time is the only cycle on which he/she can be reviewed, and this allows for the scale system to promote equity in more robust ways. D&E members acknowledged a potential move to a half-step system would represent a major shift in the campus's advancement process and would require heavy consultation with the Senate and the schools via a revision to the MAPP. As a first step, the VPF recommended that D&E create draft language for the MAPP.

**ACTION:** Committee analyst to distribute information to members on UC Davis's half-step system that was gathered in the last academic year. D&E members will consider sending VPF Camfield draft language for the MAPP to institute half-steps in the UCM faculty advancement process.

#### V. Consultation with VPF Camfield

- the VPF announced that he has embarked on a qualitative equity study in SOE to determine whether faculty are advancing in an equitable manner. This is separate from pay equity. He has appointed a SSHA faculty member to work with the school to develop a protocol and if

successful, the VPF will request that the protocol be adopted by SSHA and SNS. A preliminary report on the scope and design of the study will be completed in October and a final report will be finished in March 2018.

- the VPF shared that he attended the September 14 forum hosted by a SSHA faculty member that included UCM FEAs and the FEAs from UCLA, UC Irvine, and UCSD. The external FEAs praised UCM's D&E committee for creating the FEA program within the Senate; their FEA programs are located in the administration of their respective campuses. One of the topics of discussion was the instituting of a fourth criteria for the advancement and promotion of faculty (in addition to research, teaching, and service): contributions to diversity. VPF Camfield pointed out that external letter writers for faculty personnel cases are not provided with information on the faculty members' contributions to diversity by school review committees and as a result, they do not comment on it in their letters. The VPF stated that he has modified his annual faculty workshops on drafting self-statements to include discussion on faculty members articulating their diversity contributions in their case files. A D&E member pointed out that faculty on review committees currently do not devote adequate attention on including a section in the case analyses on contributions to diversity. The D&E chair suggested providing review committees with a template on including contributions to diversity in case analyses. D&E members also emphasized the need to make faculty contributions to diversity actionable and enforceable for inclusion in case files. The VPF pointed out that the MAPP could be revised to reiterate the requirement to include in faculty advancement and promotion cases an analysis of contributions to diversity.

**ACTION:** D&E to send a memo to the VPF articulating its support for the VPF emphasizing to review committees that faculty contributions to diversity must be included in case files along with research, teaching, and service.

- VI. Campus Review Items
  - A. Draft Sustainability Strategic Plan

The plan describes UCM's comprehensive approach to ensuring that campus-wide sustainability goals are achieved. Among the goals are UCM's "triple net zero commitment," generate zero landfill waste, and achieve climate neutrality by 2020. Comments are due to the Senate Chair by October 2.

**ACTION:** D&E will discuss via email whether to provide comments.

B. Climate Action Plan

A component of the draft, campus sustainability strategic plan. The Climate Action Plan provides a focused presentation of climate-related planning and clarifies policy commitments included in UCM's Long Range Development Plan and being planned by individual "sustainability stakeholders" working through the Chancellor's Advisory Committee on Sustainability. Comments are due to the Senate Chair by October 2.

**ACTION:** D&E will discuss via email whether to provide comments.

C. Revisions to UCM Bylaws – Reserve CAP

Proposed revisions to Part II. Title III. 2. of Division Bylaws would establish a six-member reserve CAP (RCAP) as a standing committee of the Committee on Academic Personnel (CAP).

**ACTION:** D&E will submit a memo to the Senate Chair stating its endorsement of the revised bylaw and establishment of an RCAP, but encouraging diversity to be taken into account while populating the committee. D&E also suggest highlighting the necessity of diversity consideration by adding "the selection of committee memberships should consider diversity factor" in RCAP bylaws.

VII. Systemwide Review Items

A. Taskforce Report on the Negotiated Salary Trial Program

In September 2016, former UC Provost Dorr empaneled a task force comprised of UC faculty and administrators to review the Negotiated Salary Trial Program piloted at Irvine, L.A., and San Diego and recommend whether to discontinue the program, continue it on a trial

basis, or make it permanent. The taskforce recommended the program be extended for 4 more years and expanded to other campuses.

**ACTION:** D&E to send a memo to the Senate Chair stating that diversity and equity issues should be included in the program.

B. Proposed Revisions to Senate Regulation 424.A.3 (Area D)

In January 2017, the Board of Admissions and Relations with Schools charged a faculty working group with proposing revisions to the area “d” (laboratory science) requirement, to align UC’s subject area expectations more closely with the new expectations for high school science curricula based on California’s adoption of the Next Generation Science Standards for K-12.

**ACTION:** D&E will discuss via email whether to provide comments.

VIII. Consultation with Director of Campus Climate, De Acker

In AY 14-15, the Academic Senate, at the administration’s request, reviewed and commented on the draft, campus diversity statement. The Senate’s comments were not included in the campus diversity statement at that time. Prior to this meeting, Director Acker requested D&E’s assistance to draft an updated version.

**ACTION:** Director Acker will send D&E a revised version of the campus diversity statement based on the feedback the Senate provided in 2015. In addition, a D&E member will work with Director Acker on revised language. The revised statement will be discussed by D&E at the November 16 meeting.

There being no further business, the meeting adjourned at 2:00 pm.

Attest: Wei-Chun Chin, Chair