

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)

Meeting Notes
Tuesday, September 10, 2019
9:30-11:00am
KL 324

Materials Available on Box: <https://ucmerced.box.com/s/oqxigaqqbm7emjs62zx7hbv964gm8b2f>

I. Welcome New Members and Introductions – Asmeret Asefaw Berhe

Chair Berhe welcomed new members and summarized the duties of the Committee.

- One of D&E's main duty D&E is to represent faculty's positions on various issues related to diversity, equity, and inclusion. Some of the committee's routine business will also include the review of academic proposals through the lens of diversity and equity. Occasionally, D&E may be one of the lead committee reviewers for some campus and systemwide review items. Sometimes, members of D&E may be invited to represent the committee on various campus or systemwide work groups, senate/administration committees, advisory committees on campus climate and inclusion. For example, last academic year, Chair Berhe represented D&E on the Academic Planning Working Group and on the Chancellor's Advisory Committee on the Status of Women.
- Looking forward, it will become abundantly clear that D&E could become overwhelmed with the multitude of requests for review items which is why it seems important, in an effort to increase the efficiency of its work, that the committee focus on items that are directly linked to its duties including recruitment and retention of faculty from under-represented groups.
- Chair Berhe invited members to read the Bylaws of the committee, and to share their thoughts on what they would like to accomplish as members of D&E. A few considerations were suggested: how do we expand and increase the visibility and effectiveness of the FEAs programs? How do we involve faculty, in particular as it pertains to issues of diversity in faculty recruitments? How do we engage the VPF, the CDO, and the EVC? The Chair noted that administrative leaders will eventually be invited to attend some D&E meetings.
- In response to a question from a member, it was noted that D&E is a Senate Committee and does not include student representatives. Issues that are related to students will emerge during the committee's deliberations. D&E's goal is not to divorce itself from the interest of students and will highly likely indirectly be talking about issues that affect students.
- Chair Berhe serves on the Divisional Council and will provide regular reports from DivCo to D&E and vice-versa, as relevant.

II. Committee Resources

- A. D&E Duties - Members read the [Committee Bylaws](#). It was noted that D&E is the campus-equivalent of the systemwide University Committee on Affirmative Action, Diversity and Equity (UCAADE). Members discussed the need to establish a mechanism that would provide data to D&E so the committee can make informed recommendations and decisions related to diversity issues/topics on campus.

Chair Berhe reported that the committee will be asked to address all matters related to equity and diversity, in particular as it pertains to under-represented faculty populations. As previously reported under the Chair's report, D&E will also review and provide input on campus and systemwide policies. Notably, the committee will consider the following:

- i. Proposed policies' impacts on, or contributions to diversity and equity.
- ii. Issues of recruitment and promotion of faculty.
- iii. Reports on diversity and equity that are generated by the administration. This is why it is crucial for D&E to have access to data that are related to DEI.
- iv. The role of FEAs.

- v. Issues related to under-represented populations, locally and systemwide
 - vi. Issues related to recruitment, promotion and tenure for faculty from under-represented groups.
- B. [Membership](#) - Ex-officio members will be invited to attend meetings and provide updates on items as relevant. The Chancellor could also be invited to a future meeting. This year's members are all new members except the Chair.
 - C. Meeting [Schedule](#) - Member Sandoval-Hernandez will not be able to attend the December 16 meeting.
 - D. Chair Berhe encouraged members to review the Committee's [Conflict of Interest Policy](#) and share any comments/questions with the group.
 - E. Managing D&E's Work (e.g. Review Assignments) – A lead reader will be assigned to each review item. The lead reviewer will provide a summary of his/her findings at a following meeting. Some review items may need to be addressed via email. The D&E analyst will be responsible for summarizing members' comments of review items and drafting memos on behalf of the committee.
 - F. Chair Berhe concluded by highlighting the importance of membership continuity on the D&E next academic year. This year, Chair Berhe is the only continuing member. The issue of continuity on Senate committee will need to be addressed by the Committee on Committees. The vice chair noted that she might be on sabbatical next academic year.

III. Consent Calendar

- A. The agenda was approved as presented.

IV. Chair's Updates – Chair Berhe

- A. August 25 and 26 Governance Retreat - The Retreat was held in Lodi and included members of the administration, Senate committee Chairs, as well as the Senate Chair and the Vice Chair. The goal of this annual event is to figure out ways for the administration and the Senate to develop close working relationships. There were extensive discussions about how decisions are made, prioritized, and how they rise to the policy level. Participants also discussed what constitutes consultation, and formal vs. informal consultation. A couple of salient issues that may be of interest to D&E members:
 - i. [Accountability](#) - Ensuring mechanisms for accountability are in place with clear and transparent oversight of process and progress. Some campus leaders have announced several goals and ideas but in many cases, there are no pathways for their implementation. This issue was acknowledged by the administrative leadership. There is some frustration among faculty, especially with regards to issues related to faculty diversity.
 - ii. [FEAs Program](#) - Chair Berhe and former D&E members discussed the FEA program and how revisions might be considered to incorporate some measures of accountability with regard to diversity within the various searches; how to empower FEAs to address issues related to diversity and make decisions to stop searches. For example, there are multiple searches with no African-American/Black faculty candidates. Last year, UCAADE put forth a proposal to move the FEAs program under the VPF or CDO umbrellas and give them the power to stop searches.

A member noted that although UCM is a fairly new institution, the campus has achieved great levels of success with regard to some initiatives. The reality is that faculty are still trained at historically white institutions therefore, the systems that we have in place, the procedures, and the mentality are of *those* structures. There seems to be some complacency on the part of the faculty. That is a major concern across schools. It was suggested that rubrics and metrics for search committee chairs be used to assess the diversity of the applicant pools to ensure that all dimensions of diversity are captured.

This issue will be a major item for D&E this academic year.

Action: This academic year, D&E will invite the relevant administrators to discuss accountability in the context of diversity for faculty searches and how to empower FEAs in the schools.

Action: D&E will invite CDO Matos to attend the October 29 meeting.

V. D&E Representation on UCM and Systemwide Committees

- A. [Periodic Review Oversight Committee](#) (PROC) – Members will let AD Fatima Paul know if interested in serving as the D&E representative on PROC.
- B. [University Committee on Affirmative Action, Diversity, and Equity](#) (UCAADE) - Chair Berhe will continue serving as the Merced representative. Vice Chair Yen will serve as an alternate.

VI. Faculty Equity Advisors (FEAs)

Chair Berhe encouraged members to review the [guidelines for FEAs](#) and propose suggestions for revisions.

Current FEAs for AY 19-21 (as of September 30):

- Professor Chris Amemiya, SNS (Need replacement – will serve until October 31)
- Professor Tanya Golash-Boza, SSHA (Need replacement - last year of service)
- Professor Victor Muñoz, SOE (New member)
- Professor Clarissa Nobile (recently appointed as one of two SNS Faculty Equity Advisors for AY 19-21, and has received her appointment letter)

Per the FEAs [guidelines](#), “FEAs will be selected by the Diversity and Equity Committee, in consultation with the Vice Provost for the Faculty and the School Deans. There will be 1 to 3 FEAs per school, depending on number of searches planned for each academic year. FEAs will be assigned to no more than six Search Committees per academic year.”

Based on the number of searches in each school (8 in SOE, 11 in SSHA, and 12 in SNS), it was determined that additional FEAs will be needed. It was agreed that calls for nominations will be sent to the Schools.

Action: AD Paul will prepare the calls for nominations.

Action: Vice Chair Irene Yen and member Sora Kim will review the FEAs guidelines and propose revisions at the next meeting.

VII. Carry Over Business from AY 18-19

A. Guidelines for Faculty Retention

This topic was discussed by D&E last academic year. It was agreed that members would revise the guidelines in a way that more accurately addresses the systemic reasons why faculty separate from the university. Former Provost/EVC Peterson drafted guidelines for the Senate’s review. Several committees, including D&E, had comments. D&E’s AY 17-18 memo can be viewed [here](#).

During AY 18-19, D&E offered preliminary revisions to the document, available [here](#).

Action: Members agreed to review the document and provide further edits at the next meeting. Once members agree on a set of guidelines, a draft will be sent to the Senate Chair, the VPF, and to the EVC for comments/endorsement.

B. [Call for the Senate Award for Contributions to Diversity](#)

The criteria for the call was revised to specify that members of D&E are ineligible for this award.

Action: Members approved the revised Call for Nominations. Fatima Paul will send the revised document to the Senate Chair.

VIII. Campus Review Items

A. Proposal for a Program of Graduate Studies in Cognitive and Information Sciences

Action: Members recommended approval of the proposal. D&E's comments were sent to DivCo on September 27.

B. Chemistry and Chemical Biology Department Request to Change the Name of the Chemical Sciences major and minor to Chemistry. The change was approved unanimously in the School of Natural Sciences and would align the program with analogous programs at other universities.

Action: Members endorsed the proposal. D&E's endorsement was sent to DivCo on September 23.

C. LASC Bylaw Revisions

The proposed revisions increase the faculty membership of the committee to five from four, and change the composition of the committee to being broadly representative of the schools (and populated by the Committee on Committees) from being composed of a representative each from the Committee on Academic Planning and Resource Allocation, the Committee on Research, Graduate Council and Undergraduate Council. Additionally, the Chief Information Officer (CIO) has been removed as an ex-officio member, at the CIO's request. Finally, a small revision has been made to [bylaw II.IV.4.B.2](#) addressing the committee's role in the Library's budget.

Action: Members endorsed the proposal. D&E's endorsement was sent to DivCo on October 11.

IX. Systemwide Review ItemsA. [Proposed Revised Presidential Policy on Native American Cultural Affiliation and Repatriation](#)

President Napolitano requested Provost Brown to convene a workgroup to substantively revise the existing Policy and Procedures on Curation and Repatriation of Human Remains and Cultural Items. The policy pertains to the treatment and repatriation of Native American and Native Hawaiian human remains and cultural items under the University's stewardship and the University's compliance with the federal Native American Graves Protection and Repatriation Act (NAGPRA).

Action: D&E Members reviewed the revised policy via email. D&E's comments were sent to DivCo on September 11.

B. Proposed Revisions to APM-230, Visiting Appointments

Context and background are provided in Vice Provost's Carlson cover letter:

<https://senate.universityofcalifornia.edu/files/underreview/apm-230-revisions.pdf>

Action: D&E members endorsed the proposed revisions as they provide clarification as to who should hold Visiting titles and who should be appointed with different titles. D&E endorsed the proposed revisions. A memo was sent to DivCo on September 11.

The following items will be discussed at the next D&E meeting with a member serving as lead reader/reviewer:

- [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.

Action: Members discuss the request and send comments to the Senate Chair. No deadline for comments.

- [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.

Action: Members discuss and send comments to the Senate Chair. No deadline for comments.

Minutes prepared by Fatima Paul
Attest: Asmeret Asefaw Berhe, Chair