

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)

Minutes of Meeting

Thursday, November 8, 2018

10:00 – 11:30 AM

KL 360

I. Consultation with Associate Vice Provost for Faculty Zulema Valdez

AVP Valdez joined today's meeting to provide an overview of her new role. She explained that the role of Associate VPF is part time, and for one year. One of her present duties, at the request of the Chancellor, is co-chairing the search for the position of Campus Diversity Officer.

At the request of the interim Provost/EVC, AVP Valdez is also leading his initiative to hire diverse faculty members in STEM. This initiative was begun partly in response to a letter from UCM faculty in the last academic year, pointing out the inequity of numbers of black faculty in STEM at UC Merced. The interim Provost/EVC's initiative has set aside two FTE lines for senior STEM faculty in SOE and SNS. Any department who wants to suggest potential candidates for consideration can submit their names, and AVP Valdez, in conjunction with the administration, will invite the candidates to campus for interviews. Funding for this initiative comes from the interim Provost/EVC.

AVP Valdez also shared that received funding from UCOP to enhance faculty recruitment activities. One example is an initiative she is leading at the request of VPF Teenie Matlock regarding recruitment of President's Postdoctoral Fellows. Last week's President's Postdoctoral Fellow symposium was partly funded by this grant. In addition, if departments wish to hire a President's Postdoctoral Fellow, they can put forward the names of their desired candidates, and the funding from the UCOP grant will pay for their interview visits to campus. For the recruitment of ladder-rank faculty, if departments wish to seek deeper in their faculty pools to find more diverse candidates, this UCOP funding will also aid in paying for additional campus visits by these candidates.

AVP Valdez pointed out that UC Merced has several former President's Postdoctoral Fellows who are now faculty members, but there is no network or streamlined communication for them on campus. AVP Valdez is attempting to rectify this. She also intends to encourage the interim Provost/EVC to allow Schools to set aside a certain amount of funding each year to hire President's Postdoctoral Fellows.

A D&E member asked whether the UCOP grant funding is only for the recruitment of STEM faculty, or whether it can be used for social sciences or the humanities. AVP Valdez replied that the funding is for STEM fields, however, if the social sciences or humanities wants to recruit diverse candidates, they are advised to inform their Faculty Equity Advisor, who will make the request to the administration. There are some available opportunities such as funding for faculty to attend additional conferences in order to recruit candidates.

II. Chair's Report

Chair Nobile updated D&E members on the following:

- October 23 and November 6 Division Council meetings. Major items of discussion included:
 - Space planning consultation with Director of Space Planning & Analysis Maggie Saunders
 - CRE's proposed voting policies. CRE drafted this policy at the request of faculty, but it also recognizes that Senate committees like D&E and FWFAG disagreed with elements of the policy. CRE wants to work with D&E and FWFAG to revise the policy.

- Interim Provost/EVC wants to improve communication between the Senate and the administration
- Possible new regulations as a result of security issues about China will have a major negative impact on faculty, visiting scholars, and student visas. The regulations, if implemented, could also alter collaborations and international protocols. VCORED Traina recently attended an FBI briefing on the situation and the UC is monitoring developments.
- Consultation with the VPDUE and new General Education program chair. The General Education program chair is trying to populate the General Education executive committee which currently lacks members from SNS and SOE.
- Consultation with LASC chair Maria DePrano and University Librarian Haipeng Li on the status of Elsevier negotiations. If negotiations fail, the UC's contract with Elsevier ends on January 1, 2019, and UC faculty will lose their access to their publications.

III. Consent Calendar

Action: today's agenda and the September 13 draft meeting minutes were approved as presented.

IV. PROC Updates

D&E member Ahmed Arif, who represents the committee on PROC, provided a brief overview of PROC business. The major topics of discussion included a debate over having PLOs for service-oriented units (e.g. Dining) and a redesign of the periodic review process.

V. Guidelines for Faculty Retention

In the last academic year, the former Provost/EVC issued a draft guideline for faculty retention procedures for review by the Senate. Several Senate committees, including D&E, were critical of these draft guidelines. The main issue is that the guidelines assumes that money is the main reason why faculty leave the university, but that is not the case for many. Faculty leave for a variety of reasons, e.g. negative campus climate, family considerations, etc. The campus needs to acknowledge these issues and consider how to improve the situation to prevent faculty from separating. D&E members agreed that a discussion with the interim Provost/EVC would be beneficial.

Action: the former Provost/EVC's guidelines for faculty retention will be added to the December 6 committee meeting for members' revisions. The interim Provost/EVC will be invited to attend a D&E meeting in spring semester for consultation on this issue.

VI. Proposed Senate Award for Contributions to Diversity

In a prior meeting, D&E members agreed to propose a new Senate award for contributions to diversity. Members began to draft language for the award, which will eventually be forwarded to the interim Provost/EVC for consideration. (The extra funding for this award, if approved, would come from the interim Provost/EVC's office.)

Before this meeting, draft language was circulated to D&E members for revisions. In brief, the award is intended to recognize a faculty member who has accomplished an extraordinary achievement in one or more of the following three areas that foster diversity: contribution to diversity in research, contribution to diversity in teaching, and/or contribution to diversity in service (university or public). Any Senate faculty member (ladder-rank faculty and L(P)SOE) is eligible to receive this award.

D&E members agreed that the criteria for the award should be:

- Scholarship that has made a significant and lasting impact on diversity in the faculty member's field and/or training students who are historically or currently underrepresented in their field.

- Development of curricula or teaching methods that impact diversity and the mentorship of undergraduate or graduate students who are members of groups who are historically or currently underrepresented in their field.
- University or public service that encourages diversity and equity

Action: D&E members will review the proposed language via email. Once approved, the analyst will forward to the Senate Director, who will confer with the interim Provost/EVC.

VII. Diversity in Faculty Hiring

In previous meetings, D&E members suggested that 20% of the next 100 faculty FTE lines under the 2020 plan should be used for target of opportunity hires. FWAf, in their own meetings, have suggested the same proposal. CAPRA also had the same recommendation and worked with the interim Provost/EVC on such a proposal. After weeks of analyzing historical FTE data provided by the interim Provost/EVC's office, CAPRA recommended to the interim Provost/EVC that he hold 15-20% of faculty lines in reserve for the purpose of spousal/partner hires, targets of opportunity hires, and targets of excellence hires. CAPRA's memo is included on today's agenda.

D&E members support CAPRA's recommendation to the interim Provost/EVC. But, members continued to advocate for 20%, and pointed out that if the interim Provost/EVC agrees to hold lines in reserve, he should conduct a focused hiring initiative of Native American faculty and black faculty in STEM fields for these hires. Members agreed that the committee should submit a brief memo to CAPRA with these recommendations.

Action: a draft memo to CAPRA will be circulated for committee members' approval. A final version will be transmitted to CAPRA.

VIII. Campus Review Item

- Principles to Guide the Conduct of Executive Session

Action: the Senate Chair will be informed that D&E endorses the principles

IX. Systemwide Review Items

- Proposed revised Presidential Policy on Sexual Violence and Sexual Harassment

D&E members agreed that the revisions are necessary and important. However, members discussed several additional points for consideration. One point is that various factors contribute to, and perpetuate sexual harassment, including toxic campus climates and prevailing sexism. Retaliation can be extremely damaging in academic settings. D&E therefore suggests expanding the retaliation section of the policy. Members also strongly believed that disciplinary action against individuals found guilty of sexual harassment and/or sexual violence should be outlined more transparently in the "Discipline" section of the policies. In terms of individuals who engage in a constant pattern of such behavior, D&E members recommended that automatic termination be a standard disciplinary procedure.

A D&E member also suggested that under the Discipline section of the policy, language should be added that states that once a formal investigation finds a party responsible, the university considers this

transgression to be academic misconduct. This would be critical to ensure that these types of transgressions do not keep occurring. The D&E member asserted that if the UC defines mishandling of data and text (“data cooking” or plagiarism) as academic misconduct which carries severe consequences, then carrying out sexual violence or sexual harassment in an academic setting should carry the same consequences.

- Presidential Policy BFB-RMP-7 Protection of Administrative Records Containing Personally Identifiable Information

D&E is a lead reviewer.

Action: due to time constraints, this item will be discussed via email. D&E’s comments are due to the Senate Chair by 5:00 pm on Tuesday, November 20.

There being no further business, the meeting was adjourned at 11:30 am.

Attest: Clarissa Nobile, D&E chair