

**COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)
ANNUAL REPORT
AY 2023-2024**

To the Merced Division of the Academic Senate:

In AY 2023-2024, EDI held a total of 9 regular meetings and conducted some business via email with respect to its duties as outlined in UC Merced's [Senate Bylaw II.III.7](#).

Areas of Focus

Faculty Equity Advisors (FEA)

In the Fall, EDI was tasked to appoint one additional FEA in case additional searches were approved. EDI members agreed to issue a call for nominations for two FEAs, one from the School of Natural Sciences (SNS) and one from the School of Social Sciences, Humanities and Arts (SSHA). After the call was issued, two nominations were received for SNS, and two nominations were received for SSHA. From those nominations, EDI members voted to appoint one FEA for SNS and one FEA for SSHA.

In response to a call sent to the School of Engineering faculty on April 4, 2024, EDI received one nomination; however the nominee was not eligible. A second call was distributed on May 28, 2024.

Equity, Justice, and Inclusive Excellence (EJIE) Associate Dean

EDI was approached to review a job description for an Associate Dean for EJIE. EDI reviewed the job description and provided feedback to include regular interactions with EDI and FEAs. Additionally, EDI suggested adding Teaching Professors under the qualifications and to also clarify the language regarding course release compensation.

Continuation of the Antiracism Working Group (ARWG)

The ARWG was absorbed by EDI. EDI members were tasked with selecting a new consultant to conduct UC Merced's Academic Senate Anti-Racism External Reviewer Assessment as the previous consultant left. EDI agreed to revise the Request for Proposal (RFP) and to send it to potential consultants. Once the RFP was revised, EDI approved the updated RFP, and it was then distributed to consulting firms provided by AVC Valdez. One proposal was received from the RFP, which EDI reviewed and approved as the next consultant to conduct the assessment.

Guidelines for DEI Statements in Promotion/Tenure Cases

EDI members agreed that it would be beneficial to create a document that contained guidelines for faculty when creating their DEI statements for promotion/tenure cases. Members worked together to create a set of guidelines and plan to continue working on this in the coming academic year.

Senate Award for Contributions in Diversity, Equity and Inclusion

The EDI awards subcommittee reviewed the nominations for the annual Senate Award for Contributions to Diversity, Equity and Inclusion and selected a recipient to receive the award.

Systemwide Committee Updates

University Committee on Affirmative Action, Diversity and Equity (UCAADE)

EDI Chair Marcos García-Ojeda was the UC Merced representative to UCAADE, and kept EDI members informed of the following major items of discussion this academic year:

- UCAADE members were informed of the advancement of a UCOP faculty diversity program that awards grants to faculty. The program aims to improve three areas: retention, recruitment, and climate.
- UCAADE members discussed the SEA Change Initiative, which aims to advance faculty equity, diversity and inclusion.
- In a consultation with VPAPP Haynes, UCAADE members discussed the current changes in graduate education.
- A consultation was held with UCOP Office of Academic Personnel and Programs which included a discussion concerning hiring of different positions. Additionally, members discussed some opposition to using AP Recruit.
- UCAADE held a consultation with Senate Leadership regarding the formation of a committee to oversee online education.
- UCAADE members discussed and endorsed the proposed revisions to Academic Personnel Manual (APM) Section 285, Lecturer with Security of Employment Series.
- UCAADE members held an extensive discussion regarding the UC Regents Policy on Public and Discretionary Statements by Academic Units and its relation to academic freedom.

Consultation

EDI consulted with the following campus constituents:

- VC/CDO Delia Saenz
- AVPAP Anna Song
- AVC Zulema Valdez
- Faculty Equity Advisors (FEA)
- The Schools Deans
- VPAP Tom Hansford
- FWAF Chair Jayson Beaster-Jones

Review Items

EDI reviewed and offered comments on the following systemwide review items:

- Proposed Amendments to Senate Bylaw 55 – Departmental Voting Rights
- Academic Personnel Manual (APM) Section 672 – Negotiated Salary Program
- Interim Report of the Academic Planning Council (APC) Working Group on the Future of Doctoral Education
- Proposed Revisions to APM 285 – LSOEs
- Proposed Amendment to SR 424.A.3 (Area H)
- Report of the University of California Systemwide Advisory Work Group on Students with Disabilities
- UC Regents Policy on Public and Discretionary Statements by Academic Units
- Proposed Revisions to APM 710 – Leaves of Absence/Sick Leave/Medical Leave
- Proposed Academic Senate Statement on UC Quality
- Proposed Revisions to APM 016 – University Policy on Faculty Conduct and the Administration of Discipline

EDI reviewed and offered comments on the following campus wide review items:

- Proposal for Establishment of a Department of Medical Education
- Interim Implementing Procedures for Abusive Conduct in the Workplace

Respectfully submitted,

EDI Members:

Marcos García-Ojeda, Chair, School of Natural Sciences, UCAADE representative

Katherine Brokaw, Vice Chair, School of Social Sciences, Humanities and Arts

Marcus Lee, School of Engineering, PROC representative

Dalia Magaña, School of Social Sciences, Humanities and Arts

Josué Medellín-Azuara, School of Engineering

Ex officio, non-voting members:

Anna Song, Associate Vice Provost for Academic Personnel

Zulema Valdez, Associate Vice Chancellor for EJIE

Staff:

Fatima Paul, Executive Director

Petra Martins, Senate Analyst