

COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION  
MINUTES  
October 28, 2021

The meeting was called to order by the Chair at 10:00 a.m.

Present:	Katherine Stavropoulos, Chair Austin Johnson Chia-En Chang Amir Zaki Bree Lang Chow-Yang Lee Ahmed Eldawy Mariam Lam – Vice Chancellor & Chief Diversity Officer Mufida Assaf – ASUCR Rep. Isabela Perez – GSA Rep.	Absent:
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Chair Stavropoulos welcomed members and asked everyone to briefly introduce themselves.

**Conflict of Interest Statement**

In accordance with Division Bylaw 8.2.5, the Academic Senate Committee on Diversity, Equity, & Inclusion has adopted the following statement for handling potential conflicts of interest in the 2021-2022 academic year:

“In any situation wherein the personal affiliation of a committee member could be interpreted as a source of bias in committee deliberations including any action or discussion involving, but not limited to, their current or former spouse, partner or family member, that member shall recuse her/himself from supporting or opposing any motion, from voting on any motion made in the course of the deliberations, and leave the room when the relevant discussion begins to ensure that all other Committee members can engage in open and honest discussion. This exclusion will be noted in any report issued by the Committee on Diversity, Equity, & Inclusion. In case of uncertainty, the Chair, in consultation with other committee members, shall make the final decision.”

**Review Committee Bylaws**

The Committee reviewed the current bylaw language. If appropriate, the committee has the opportunity to submit a request to modify its charge. No requests for modification were proposed.

**[Systemwide Review] Proposed Regulation Revision: Proposed Revision to Senate Regulation 478 (IGETC)**

Co-DEI discussed these changes at our most recent meeting. The changes appear completely appropriate, and we support the proposal in its current form.

**[Campus Review] Job Announcement-Description: Associate Vice Chancellor for Diversity, Equity and Inclusion (50% AVC-DEI Internal)**

The CoDEI reviewed the job announcement/description for the proposed position of Associate Vice Chancellor for Diversity, Equity, and Inclusion. We are supportive of hiring for this position to support the efforts related to diversity, equity and inclusion on the campus. We are providing only minor comments.

The tasks described in the job advertisement are vague. Is it possible to be more specific about the expected tasks? Below are three suggestions:

1. In the first bullet of “Programming and Organizational Change”, could the ad include some specific programs or initiatives that are planned or currently underway to which the candidate will be expected to contribute. In the case of
2. In the sixth bullet of “Programming and Organizational Change”, it’s not obvious what it means to “take advantage of UCR’s diverse undergraduate student body”.
3. In the fifth bullet of “Leadership”, the term “community” is ambiguous. Is it meant to be the campus community or the greater community?

Finally, if the applicant pool is small, it may not be optimal to require candidates to have the ability to analyze statistical data if it is not critical to the person being successful in the position.

**[Campus Review] Proposal: Report and Proposal of the Senate Ad Hoc General Education Review Committee including Supplemental Reports 1, 2, and 3**

The CoDEI suggests that, although many things that relate to positive DEI initiatives are peppered throughout the document, that the R’Horizons committee add an additional section to the proposal dedicated to consolidating the DEI initiatives and information into one location.

**[Campus Review] New Department Pre-Proposal: Department of Environment, Sustainability, and Health Equity (ESHQ) in CHASS**

The Committee on Diversity, Equity and Inclusion (DEI) reviewed the New Department Pre Proposal: Department of Environment, Sustainability, and Health Equity (ESHQ) in CHASS. Overall, the pre-proposal is thorough and articulates the need of the new department. We appreciate the detailed plans, such as the FTE forecast and course descriptions. The pre proposal also states many positive things that relate to equity and/or diversity. However, it is less clear how the new department would ensure/promote DEI in faculty and student recruitment. For example, the pre-proposal states "By providing an institutional home with an emphasis on sustainability, inclusion and diversity, the ESHQ Department would bolster UCR’s ability to recruit and retain faculty from diverse backgrounds". However, bolstering UCR's ability to recruit and retain faculty from diverse backgrounds does not automatically happen by adding a new department to the campus.

Although it is not required to have a section on the contribution of DEI in undergraduate department proposals, the committee recommends that an additional section dedicated to consolidating information related to DEI into one location or sentences with details regarding

DEI when mentioning faculty recruitment. Although UC Riverside already has a diverse student body, it is recommended to explicitly mention some plans that the department would like to practice to ensure that students with different backgrounds could learn and consider this new department.

**[Campus Review] Proposal: 3rd Round - Formalization of Division Status for Undergraduate Education**

We appreciate the committee's responsiveness to our previous feedback. We support this proposal and have no further concerns.

**[Campus Review] Proposed Degree Program: Online Master of Business Administration (OMBA-SSGPDP)**

The Committee on Diversity, Equity and Inclusion (DEI) has reviewed and deliberated on the graduate degree program proposal - Online Master of Business Administration. Overall, the proposal and the section on the contribution of DEI (section 1.5) were well-written, especially on the steps to recruit historically under-represented students. We are happy to accept the proposal in its present form.

**[Campus Review] New Graduate Program Proposal: Master of Medical Education Program (M.M.Ed. - SSGPD)**

The Committee on Diversity, Equity, and Inclusion discussed your proposal for a new graduate program, Master of Medical Education Program, and we summarize the results of the discussion below. We appreciate how the program tries to fill in a gap in medical education in the Southern California region. This is an increasingly important problem due to the job shortage in the medical field in the US. The committee focused on the issues related to diversity, equity, and inclusion (DEI). We appreciate that the proposal considers DEI aspects with a section that lists the efforts made in this regard. This includes the hiring of faculty and staff, recruiting and retaining students, and curriculum development for future students. The last point, specifically, was highly appreciated since it will help future graduates of the program to further consider DEI in their careers. On the other hand, the committee also noticed some shortcomings that we would like to bring to your attention to further improve and strengthen the proposal.

1. While the proposal mentioned that best practices will be implemented for faculty and staff hiring, it did not mention what these best practices are. We understand that best practices could be different from one field to another so mentioning some examples is important.
2. The proposal did not mention if there will be any actions taken for the retention of faculty and staff. It would be important to highlight this important issue related to DEI. In this regard, the hiring and retention of students seemed to be more detailed as it mentioned several examples of the best practices that will be taken.
3. The proposal did not provide any information on the evaluation of the proposed plan on contribution to DEI. The proposed evaluation plan focused on the educational outcome which is a very important point but there should be a clearly documented evaluation plan that measures how the program contributes to diversity, equity, and inclusion.

4. The committee suggests that Section 7 "Graduate Student Support" could include some suggestions on how financial aid can contribute to DEI by providing better support to students coming from low-income families or other disadvantaged and/or under-represented communities.

The committee thinks that the proposal is well-thought out, and the points mentioned above would further strengthen it to help the proposal go smoothly through the review process and be accepted on time to start in Fall 2023 as planned.

### **UCAADE and Executive Council Update**

Chair Stavropoulos provided a brief update on topics discussed at the October 21<sup>st</sup> UCAADE meeting including the need for more resources to support the mental health for students. Faculty are often put in a position to act as therapists; however, faculty cannot fulfill this role for students. Topics also included a DEI rubric for hiring and the merit and promotion process. UC Berkley was used as an example as they have broad principles about DEI in research as detailed on the following webpage:

[Rubric for Assessing Candidate Contributions to Diversity, Equity, Inclusion, and Belonging | Office for Faculty Equity & Welfare \(berkeley.edu\)](https://www.berkeley.edu/offices/faculty-equity-welfare/rubric-for-assessing-candidate-contributions-to-diversity-equity-inclusion-and-belonging)

Chair Stavropoulos also provided a brief update on the topics discussed at the October 25<sup>th</sup> Executive Council meeting noting the Provost was a guest who came to discuss how the campus will navigate winter quarter teaching. The Provost intends to initiate a compassionate clause as an exception to the COVID-19 vaccination mandate and the requirement to teach in-person classes. Some questions raised included what will happen if a department chair says no to a faculty request and how will student requests for online teaching be handled? The Provost noted the campus will cross that bridge when it is before them. So far it has not been an issue as all chairs have approved requests received.

### **New Business/Open Discussion**

#### ***From Dylan Rodriguez - Senate resolution or memorial on curriculum censorship***

The committee discussed the materials received and agreed wholeheartedly that recent legislation/proposals related to curriculum censorship are disturbing and problematic. There was some discussion among committee members about what UCRs role can (or should) be in response to these issues--particularly since the legislation appears largely focused on K-12 schools rather than universities. It was not completely clear what the ultimate goal would be regarding a UCR response.

The committee agreed to extend an invitation to Professor Rodriguez to attend the January 20<sup>th</sup> meeting to further discuss the materials and to seek clarification on the following:

Do you (and the AAPF/ASA given your conversations with leadership) think that a Senate resolution/memo defending academic freedom and expressing our strong disagreement with political repression of certain subjects/topics would lead to changes in proposed K-12 policies?

Or does it seem as though the ultimate goal of the legislation is to challenge/mitigate academic freedom at both the K-12 and university levels—in which case a memo/resolution would serve as something of a "warning" that our institution wouldn't stand for such policies?

***Discuss specific goals for the year***

The committee discussed the VPAP's response to CoDEI's recommendations on salary equity and agreed that conversations on the topic need to continue. It was noted that equal pay for equal step is not the same as equal pay for equal work and that pay inequities may not be fully corrected through the current merit and promotion process.

Members understand there are varying factors involved at many levels that contribute to faculty wanting to depart as well as retention efforts. The committee would like to be actively engaged in understanding retention issues and efforts on campus to identify key issues and help develop creative solutions. It was noted the campus is currently dealing with a disparity in treatment with preemptive retention issues as the campus does not have a formal process with guidelines that are transparent and effectively communicated to faculty.

The committee agreed to extend an invitation to Provost Watkins and VPAP Jeske to attend the April 21<sup>st</sup> meeting to discuss both salary equity and retention. Members are still deliberating on what data/information/policies to request, specific questions to ask, and deadlines to receive information in advance of the April meeting.

Given that the PEVC and VPAP are fairly new to the administrative positions, this might be a good opportunity for CoDEI to educate administration about the committee's charge, the committee's role in the process of monitoring campus of DEI issues, and discuss what the committee hopes to achieve with ongoing discussions.

Future meeting dates:

January 20, 2022 - invite Dylan to further discuss material received.

April 21, 2022 - invite PEVC and VPAP to discuss salary equity process and retention efforts.

Final meeting of the year June 23, 2022.

The next meeting is scheduled to take place on Thursday, January 20, 2022, at 10:00 am.

The meeting adjourned at 12:00 pm.