

**COMMITTEE ON DIVERSITY AND EQUAL OPPORTUNITY
ANNUAL REPORT TO RIVERSIDE DIVISION
December 5, 2017**

To be received and placed on file:

The Committee on Diversity and Equal Opportunity (CoDEO) is an important part of faculty governance and collegial responsibility in the University of California system. As a committee of the Riverside Division of the Academic Senate, CoDEO is appointed by the Senate's Committee on Committees and consists of eight members. This Committee is charged with representing the Division on all matters of affirmative action and diversity in the employment of women and ethnic minorities at UCR. It further represents the Division on all matters concerned with student affirmative action and diversity including efforts to monitor and to increase the number of students from underrepresented groups who enter undergraduate, graduate and professional programs. At its discretion, CoDEO may make recommendations for improvement in specific practices and general policy.

In addition to reaffirming its Conflict of Interest Statement, the Committee conducted a review of its current bylaws to put forward an organizational and membership change. As approved at the May 23, 2017 Division meeting, this Committee now consists of eight members of the Division, including, the Associate Vice Chancellor for Diversity and Inclusion as a non-voting ex-officio. The bylaws were also modified to replace the language stating "it conducts continuous surveillance for evidence of discrimination in employment practices on this campus" with the approved wording "it monitors the campus for discriminatory employment practices, retention, and for issues involving diversity and campus climate". The Committee continues to consider formal recommendations towards a regular implementation process to carry out each duty listed in its charge. The Committee on Diversity and Equal Opportunity met six times during the 2016-2017 academic year and undertook the following actions.

a. Discussions with and Policy Recommendations to the Administration

Request for Data on 3 Years of 1.5% Campus-Discretion Salary Increases

As the 1.5% campus-discretionary funds were supposed to assist in correcting equity issues regarding differentials between steps, CoDEO sought data on how the funds were used at UCR. Specifically, CoDEO requested the processes used by each dean in distributing the 1.5% campus-discretion salary increases, aggregated data broken down by rank, step, gender, and ethnicity. CoDEO further requested the salaries associated with each rank, step, gender and ethnicity before and after the application of funds, an explanation on how the faculty were informed of the application for each plan, the 2016-2017 plan for each school/college, and the rationale for its intended distribution.

The committee considered the material received and requested consultation with administration to further discuss the topic.

Request to Deans for Information on Marked Exodus of UCR Faculty

It was brought to the attention of CoDEO that there will be a marked exodus of faculty of color, women faculty, and LGBTQ identified faculty from UCR, at the end of the 16-17 academic year. As a result, CoDEO asked the deans to provide information regarding the situation in each College.

The deans referred the request to the Academic Personnel Office who responded with a summary of campus recruitment efforts, success and challenges in retaining diverse colleagues, and next steps in working with the Senate on how best to move forward.

As this request came late in the summer CoDEO was not able to fully address the issue, but will continue its consideration on the material received in the fall of the 17-18 academic year.

CoDEO met with administration to discuss improvements in diversity, retention, issues of equity and climate at UCR.

b. Advice to the Academic Senate

In keeping with its charge to make recommendations for improvement in specific practices and general policy, the Committee considered the following Campus and System-wide reviews.

Campus Review

GSOE Bylaw Change 1.1 to 5.1.1

CoDEO did not see any issues with the proposed changes and unanimously endorsed the modified language.

Department Name Change: Comparative Literature and Foreign Languages to Comparative Literature and Languages

CoDEO agreed with the rationale presented in the proposal. Finding no issues related to Diversity and Equal Opportunity, the Committee unanimously supported the name change.

New Master Degree in Supply Chain and Logistics Management (Round 2)

The Committee met to discuss the additional revisions made to SoBA's proposal for a Master of Supply Chain & Logistics Management and wholeheartedly supported the proposal along with the proposed changes.

Consultation on Abusive Conduct and Bullying Guidance and Statement

The Committee considered the material provided and noted the document provides a good definition of bullying, but the language as written could give way to loopholes. In particular, some of the examples seem to contradict with the statement "without a sufficient pedagogical justification". The Committee felt when the policy is interpreted with a given situation there should be case by case review rather than indicate the listed behaviors are acceptable as long as there is justification.

Request from the Special Committee regarding the Provost

The Committee considered the request received from the Special Committee and provided feedback regarding the amount and type of input and consultation between the campus administration and the Committee.

The Committee offered no comments on the following campus review items:

- *Teaching Credit for Faculty-Led Internship Courses*
- *Pilot Program for Internationalizing Undergraduate Students' Learning Experience at UCR*
- *GSOE Bylaw Change E4.3 and E4.4*
- *Proposed Addition to Riverside Divisional Bylaw 1.2*

- *Request for Input Regarding Visiting Dignitary Protocol*

System-wide Review

Proposed Revisions to APM 015, APM 016, and Senate Bylaw 336

Proposed revisions add sexual violence and sexual harassment, as defined by University policy, as a form of Unacceptable Conduct to The Faculty Code of Conduct (APM - 015). Proposed amended language clarifies when the Chancellor is deemed to know about an alleged violation of The Faculty Code of Conduct (APM - 015). Proposed new language institutes a new timeline and deadline after the imposition of involuntary leave for the Chancellor to inform an accused faculty member of the reasons for the leave, the allegations being investigated, the anticipated date when charges will be brought, a statement concerning when the leave will end, and the faculty member's right to grieve the involuntary leave, to be handled by the Privilege and Tenure Committee on an expedited basis (APM - 016).

CoDEO considered the proposed revisions to APM 015 – The Faculty Code of Conduct, APM 016 – University Policy on Faculty Conduct and The Administration of Discipline, and Senate Bylaw 336 – Privilege and Tenure: Divisional Committees – Disciplinary Cases. The Committee endorsed the modified language to APM 015 and Senate Bylaw 336 without any substantial comments to add. The Committee also agreed with most of the proposed changes to APM 016, but recommended the new language found on page 4 of the redline document regarding extended period of time be clarified.

“In rare and egregious cases, a Chancellor may be authorized by special action of the President to suspend the pay of a faculty member on involuntary leave pending a disciplinary action. This is in addition to the Chancellor's power to suspend the pay of a faculty member who is absent without authorization and fails to perform his or her duties for an extended period of time, pending the resolution of the faculty member's employment status with the University.”

Proposed Revisions to Presidential Policy: Business & Financial Bulletin (BFB) G-28 - Travel Regulations

Proposed revisions allow reimbursement, in limited circumstances, for travel (including childcare) expenses for spouses, domestic partners, dependent-care providers, and dependents of employees traveling on University business and candidates for employment at the University of California traveling to UC locations for recruitment purposes.

CoDEO found the expansions noted in the policy to be reasonable and did not have any substantial comments to add.

Second Review of Revisions to APM 278, APM 210-6 Health Sciences Clinical Professor Series

The Proposed revisions in Academic Personnel Manual Sections 278 – Health Sciences Clinical Professor Series and 210-6 – Instructions to Review Committees Which advise on Actions Concerning the Health Sciences Clinical Professor Series differentiate the Health Sciences Clinical Professor title from the Volunteer Clinical Professor title, identify responsibilities for faculty appointed to a Health Sciences Clinical Professor title, and strengthen and refine review criteria for appointment and advancement.

Overall, CoDEO did not find any issues with the suggested changes in regards to diversity. However, the committee recommended the new language found in APM 210-6 under the scope of teaching be broadened to include trainees.

Second Review of Revisions to Senate Bylaw 336

CoDEO met to consider the second round of revisions to Senate Bylaw 336 – Privilege and Tenure: Divisional Committees – Discipline Cases and endorsed the modified language without any substantial comments to add.

Proposed Revisions to APM 285, APM 210-3, APM 133, and APM 740

Proposed revisions modify language intended to make the title more accurately reflect the requirements for advancement in the series and make hiring, evaluation, and promotion practices more consistent across the UC system.

CoDEO met to consider the proposed revisions to APM sections 285 – Lecturer with Security of Employment Series, 210-3 – Instructions to Review Committees Which Advise on Actions Concerning the Lecturer with Security of Employments Series, 133 – Limitation on Total Period of Service with Certain Academic Titles, and 740 – Leaves of Absence/Sabbatical Leaves. CoDEO endorsed the modified language without any substantial comments to add.

The Committee offered no comments on the following system-wide review items:

- *UC Health Strategic Plan*
- *Proposed Technical Revisions to APM 190 Appendix G*
- *Professional Degree Supplemental Tuition (PDST) Policy*
- *Presidential Nondiscrimination Policy and APM 015*

c. Representation at System-wide Senate and the Executive Council

CoDEO continued its active participation on the system-wide University Committee on Affirmative Action, Diversity, and Equity (UCAADE). The 2016-17 CoDEO representative was Manuela Martins-Green, who updated committee members of the issues under discussion at the statewide level. Chair Martins-Green also represented the committee on the UCR Academic Senate's Executive Council.

Respectfully submitted,

Manuela Martins-Green, Cell Biology & Neuroscience, Chair

Jun Li, Statistics

Boris Maciejovsky, School of Business Administration

Suveen Mathaudhu, Mechanical Engineering

Georg Michels, History

Carolyn Murray, Psychology

Meer Nair, Biomedical Sciences

Mariam Lam, Associate Vice Chancellor for Diversity and Inclusion, *Ex-Officio*

Kayleigh Anderson-Natale, GSA Representative

Aram Ayrapetyan, ASUCR Representative