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**FACULTY DIVERSITY AND EQUITY COMMITTEE**

Wednesday, March 22, 2023

TO: Members of the Faculty Diversity and Equity Committee (FDEC)  
FROM: Christina Chin-Newman, FDEC Chair and DELO  
SUBJECT: **FDEC Agenda**  
MEETING DATE: Wednesday, **March 22, from 2:00-3:00pm.**

[PLEASE CLICK HERE FOR ZOOM LINK](#)

Zoom Meeting ID: 836 9940 4618  
Passcode: 155981

Or call (669) 900-6833 and type in the Meeting ID number & passcode above

**Minutes**

**Attendance:**

Members: Christina Chin-Newman (Chair), Kathleen Wong (Lau) (UDO), Anndretta Wilson, Somak Paul, Matias Solorzano, Maureen Pasag, John Bunce, Carol Trost, Albert Mendoza, Kyzyl Fenno-Smith, Negin Toosi.

Guests: Eric Kupers, Sarah Taylor, Dal Moon, Sarah Nielsen, Stephanie Seitz, Shubha Kashinath (RTP Chair), Keri O'Neal, E. Missy Wright, James Murray (FAC Chair), Silvina Ituarte (Associate Provost)

1. Approval of the agenda
2. Approval of Minutes
  - a. FDEC Minutes from [2/22/23](#)
  - b. First half of FAC minutes from [3/1/23](#)
  - c. FDEC Minutes from [3/8/23](#)
  - d. First half of FAC minutes from [3/15/23](#)

3. Reports:

- a. [Chair Report](#)
- b. UDO Report

4. Old Business:

- a. [22-23 FDEC 6/FAC 17? Mentoring Policy for Probationary Faculty](#) (**time certain: 2:30 pm**)
  - i. [Mentoring Policy for Probationary Faculty](#)

Members of FAC joined FDEC to discuss the proposed Mentoring Policy.

Stephanie Seitz suggested that perhaps the mentoring process could be used more directly in RTP reviews processes. Anndretta Wilson reiterated that one of the purposes is to establish a system that will keep faculty from being blindsided in the review process to avoid surprises in year six. Kathleen Wong (Lau) asked how will the mentoring information be used in the RTP process. Shubha Kashinath discussed how the mentoring and RTP processes will intersect and inform each other. Further if something was not raised in the mentoring process, it cannot be raised in RTP. Christina Chin-Newman discussed adding the Mentor form to the RTP document. Silvina Ituarte discussed how mentoring is distinct across departments. She also raised potential workload implications for departments. Keri O'Neal asserted that no candidate should be surprised in year six. How can RTP Committee training address these issues? How can mentoring workload be acknowledged and recompensed? Anndretta Wilson said that departments need to have a joint understanding of the criteria for RTP and the trajectory of junior faculty to tenure and promotion in year six. She also discussed how the workload for the department is discussing and signing off on the mentoring plan. Shubha Kashinath expressed concerns about when the process does not work well. Kyzyl Fenno-Smith raised the issue of interest convergence in policy making and how we need to be alert to how policies can be employed to maintain or strengthen the status quo. Christina Chin-Newman discussed how to implement the mentoring policy and process as an initial step. Kathleen Wong (Lau) discussed how she once worked with meta-disciplinary mentoring groups which helped faculty in the process learn about how other departments handled mentoring and created connections between mentees and mentors from across campus. Christina Chin-Newman discussed difficulties in finding faculty to serve in additional roles.

John Bunce raised the possibility of the mentoring plan not passing presidential approval and that keeping the entire document from being implemented.

Anndretta Wilson discussed how she developed her own mentoring plan and roadmap which she shared with her department chair and mentor. Sarah Neilsen shared her discussion with the President about the changes in the draft. Shubha Kashinath raised the president's veto issues. Anndretta Wilson asked why, if the Senate already approved the 1, 3, 5 review policies, aren't we pursuing that this year? Christina Chin-Newman laid out the path to getting the document to ExCom and the Academic Senate. She also asked which aspects of the mentoring policy we want to include in RTP? Discussion about how to implement Mentoring through various streams including new faculty, faculty development, department chairs, and mentors. Discussion of various departmental rewards for mentoring. Discussion of a pilot and review period. Anndretta Wilson discussed encouraging junior faculty to reach out to senior faculty in their departments and discuss their roadmap and plan.

Discussion of working on a mentoring program over the summer.

ii. [List of Mentoring Policy issues to discuss 3.22.23](#)

b. Applying the [FDEC Rubric](#) to this year's [Physics report](#) ([grid](#))

**Additional background info in this [FDEC Rubric and 5 year reports](#) subfolder in our shared FDEC Google Drive**

i. [Sample memo](#) (Incomplete - in process)

ii. [List of assigned reports](#) ([5 year program reviews](#))

iii. Timeline for our work

5. New Business:

a. [22-23 FDEC 8 Disability Justice Resolution](#) (time certain: 2:00 pm)

**M/ S/ approved**

Members of the Disability Justice Working Group discussed the need for systemic solutions to equity and access on campus. The faculty reading group is reading [Care Work](#).

UDO Kathleen Wong (Lau) described universal design training efforts that we could implement on campus. She also discussed the common occurrence of

neurodiverse students being referred to campus conduct for issues that could be better cared for through accommodation and non-disciplinary responses. Looking for creative ways to connect neurodiverse students with support and services.

Chair Chin-Newman addressed the fact that we do not have an office and staff for disability justice and access. She also discussed the need for a menu of possible responses. Sarah Neilsen asked if the Chancellor's Office will be offering EDL training again this summer. Anndretta Wilson shared her own experiences in online teaching providing adaptive instruction and having a peer support student who worked with students beyond course meetings. Dr. Wilson also pointed out that disciplinary responses also intersect with racial justice concerns when BIPOC students with disabilities are impacted by unsupportive responses. Eric Kuper discussed additional support and development opportunities for faculty to develop their abilities to be supportive and welcoming. Negin Toosi discussed how peer to peer education might be needed to help other students learn how to be welcoming and inclusive with students with disabilities. John Bunce discussed how Disneyland has a program to train staff to work effectively with students with disabilities. Matais Solorzano announced a lecture by Dr. Lawrence Fung Stanford Neurodiversity Project on The Strengths-Based Model of Neurodiversity to be held on April 4th from 12:15 - 1:15pm, in North Science 119..

## 6. Adjournment