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AGENDA

<p style="text-align: center;">NEW FACULTY ORIENTATION</p> <p style="text-align: center;">Monday, August 24, 2020</p> <p style="text-align: center;">8:45 AM - 2:00 PM</p> <p style="text-align: center;">REMOTE Zoom Link: https://uc-merced.zoom.us/j/97363995935</p> <p style="text-align: center; font-size: small;">UNIVERSITY OF CALIFORNIA MERCED OFFICE OF THE VICE PROVOST FOR THE FACULTY</p> <p style="text-align: center; font-size: x-small;">Office of the Vice Provost for the Faculty vp@ucmerced.edu vp@ucmerced.edu</p>	<table border="0" style="width: 100%;"> <tr> <td style="width: 15%; vertical-align: top;">8:45 AM</td> <td>Welcome & Introductions Teenie Matlock, Vice Provost for the Faculty Zulema Valdez, Associate Vice Provost for the Faculty Kelly Anders, Assistant Vice Provost for Academic Personnel Gregg Camfield, Executive Vice Chancellor and Provost</td> </tr> <tr> <td style="vertical-align: top;">9:00 AM</td> <td>Getting Started with your Career Teenie Matlock, Vice Provost for the Faculty</td> </tr> <tr> <td style="vertical-align: top;">9:15 AM</td> <td>Faculty Panel Sarah Kurtz, Professor, School of Engineering Arnold D. Kim, Professor of Applied Math Dalia Magaña, Assistant Professor, School of Social Sciences, Humanities and Arts</td> </tr> <tr> <td style="vertical-align: top;">9:45 AM</td> <td>Introduction to Academic Senate Robin DeLugan, Chair of the Academic Senate</td> </tr> <tr> <td style="vertical-align: top;">10:15 AM</td> <td>BREAK</td> </tr> <tr> <td style="vertical-align: top;">10:30 AM</td> <td>Research Administration Marjorie Zatz, Interim Vice Chancellor for Research and Economic Development</td> </tr> <tr> <td style="vertical-align: top;">10:45 AM</td> <td>Student Affairs/Graduate Division/Undergraduate Education Charles Nies, Vice Chancellor for Student Affairs Chris Kello, Interim Vice Provost and Dean of Graduate Education Sarah Frey, Vice Provost and Dean for Undergraduate Education</td> </tr> <tr> <td style="vertical-align: top;">11:15 AM</td> <td>EEO/AA/Title IX Accommodations Michael Salvador, Director of Compliance</td> </tr> <tr> <td style="vertical-align: top;">11:30 AM</td> <td>Faculty Climate and Grievances Zulema Valdez, Associate Vice Provost for the Faculty Annie Saetern, Faculty Case Manager</td> </tr> <tr> <td style="vertical-align: top;">11:45 AM</td> <td>Diversity, Equity and Inclusion Dania Matos, Associate Chancellor & Chief Diversity Officer</td> </tr> <tr> <td style="vertical-align: top;">12:00 PM</td> <td>Remote Lunch with Chancellor Juan Sánchez Muñoz</td> </tr> <tr> <td style="vertical-align: top;">1:00 PM</td> <td>Best Practices with Remote Instruction James Zimmerman, Senior Associate Vice Provost & Dean for Undergraduate Education</td> </tr> <tr> <td style="vertical-align: top;">1:30 PM</td> <td>CatCourses Workshop</td> </tr> </table>	8:45 AM	Welcome & Introductions Teenie Matlock, Vice Provost for the Faculty Zulema Valdez, Associate Vice Provost for the Faculty Kelly Anders, Assistant Vice Provost for Academic Personnel Gregg Camfield, Executive Vice Chancellor and Provost	9:00 AM	Getting Started with your Career Teenie Matlock, Vice Provost for the Faculty	9:15 AM	Faculty Panel Sarah Kurtz, Professor, School of Engineering Arnold D. Kim, Professor of Applied Math Dalia Magaña, Assistant Professor, School of Social Sciences, Humanities and Arts	9:45 AM	Introduction to Academic Senate Robin DeLugan, Chair of the Academic Senate	10:15 AM	BREAK	10:30 AM	Research Administration Marjorie Zatz, Interim Vice Chancellor for Research and Economic Development	10:45 AM	Student Affairs/Graduate Division/Undergraduate Education Charles Nies, Vice Chancellor for Student Affairs Chris Kello, Interim Vice Provost and Dean of Graduate Education Sarah Frey, Vice Provost and Dean for Undergraduate Education	11:15 AM	EEO/AA/Title IX Accommodations Michael Salvador, Director of Compliance	11:30 AM	Faculty Climate and Grievances Zulema Valdez, Associate Vice Provost for the Faculty Annie Saetern, Faculty Case Manager	11:45 AM	Diversity, Equity and Inclusion Dania Matos, Associate Chancellor & Chief Diversity Officer	12:00 PM	Remote Lunch with Chancellor Juan Sánchez Muñoz	1:00 PM	Best Practices with Remote Instruction James Zimmerman, Senior Associate Vice Provost & Dean for Undergraduate Education	1:30 PM	CatCourses Workshop	<div style="background-color: #ffff00; padding: 5px; text-align: center; margin-bottom: 10px;">Faculty life and work</div> <div style="background-color: #cccccc; padding: 5px; text-align: center; margin-bottom: 10px;">Break</div> <div style="background-color: #c8e6c9; padding: 5px; text-align: center; margin-bottom: 10px;">Info about services, units, and key individuals</div> <div style="background-color: #333333; color: white; padding: 5px; text-align: center; margin-bottom: 10px;">Lunch with Chancellor</div> <div style="background-color: #ffcc99; padding: 5px; text-align: center;">Teaching</div>
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WELCOME & INTRODUCTIONS

Teenie Matlock, Vice Provost for the Faculty
Zulema Valdez, Associate Vice Provost for the Faculty
Kelly Anders, Assistant Vice Provost for Academic Personnel
Gregg Camfield, Executive Vice Chancellor and Provost



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GETTING STARTED WITH YOUR CAREER

Teenie Matlock, Vice Provost for the Faculty



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Getting Started at UC Merced

Teenie Matlock
New Faculty Orientation
August 24, 2020

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Academic Personnel Office

Teenie Matlock, Vice Provost for the Faculty
Zulema Valdez, Associate Vice Provost for the Faculty
Kelly Anders, Assistant Vice Provost for Academic Personnel

Oversee and manage all academic personnel processes, policies, and guidelines for all academic appointees

Serve as “reference librarians” for academic personnel matters

Process accommodations, such as leaves

Initiate, promote, and host events for faculty, e.g., how to prepare for tenure, best practices in leadership, how to review AP actions, eliminating implicit bias, conflict management, etc.

Lead or consult on many DEI initiatives

Manage or consult on conflicts and complaints involving faculty

Establish new initiatives and opportunities to help faculty excel

Initiate award and mentoring opportunities and programs for faculty

Research faculty career advancement and trends

academicpersonnel@ucmerced.edu

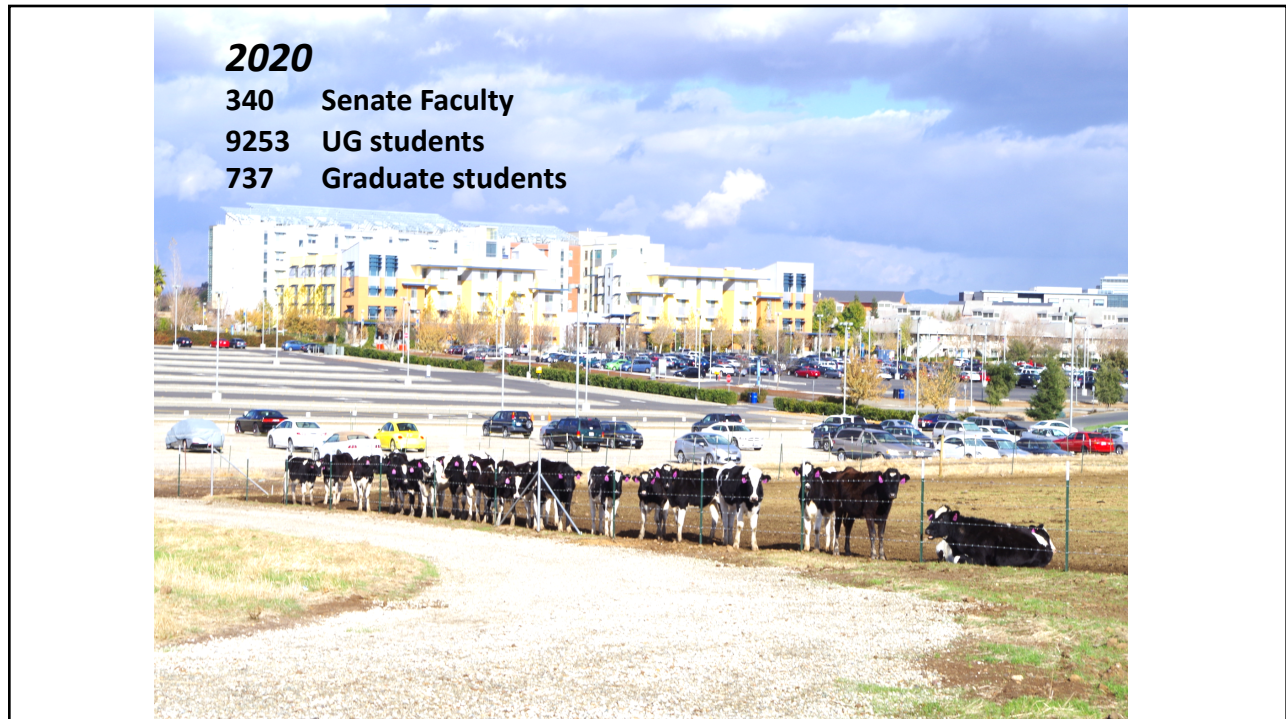
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Advice to new assistant professors

Aim for excellence in research, teaching, service, and DEI

Read and know **APM 210-1-d** on advancement in UC

Build connections on campus, at other UCs, and in your field

Speak up in faculty meetings

Have good mentors (one not enough)

Maintain a life outside UC Merced

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Being a professor is marathon



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EVENTS FOR EARLY CAREER FACULTY

On the Path to Tenure: <i>Getting started</i>	Aug 11, 18	
New Faculty Orientation	Aug 24	8:45-2:30
On the Path to Success: <i>Q&A w. CAP, VPF, APO</i>	Sept 10	Noon, 1:00
On the Path to Success: Managing work during COVID-19	Aug 17, 18, 20	Noon
Coffee Hour w. VPF & AVPF	Sept 8 (10:00)	Oct 6(1:00) Nov 3(10:00)
On the Path to Tenure: Self-Statement Writing Workshops	Spring 2021	TBD

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 **FACULTY PANEL**

Sarah Kurtz, Professor, School of Engineering
Arnold D. Kim, Professor, School of Natural Sciences
Dalia Magaña, Assistant Professor, School of Social Sciences, Humanities and Arts

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INTRODUCTION TO ACADEMIC SENATE

Robin DeLugan, Chair of the Academic Senate

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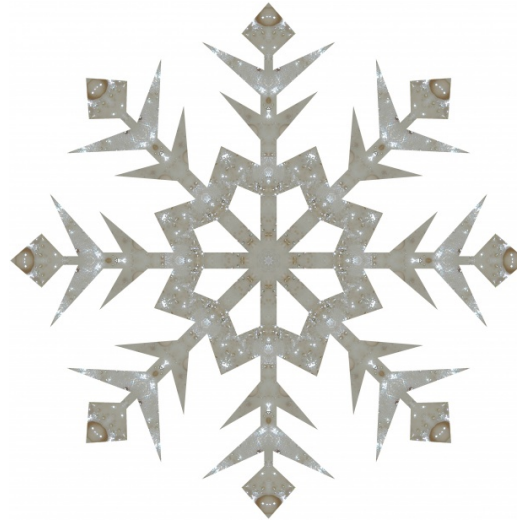
Overview of the Academic Senate

ROBIN DELUGAN, CHAIR, ACADEMIC SENATE, ASSOCIATE PROFESSOR, ANTHROPOLOGY
NEW FACULTY ORIENTATION, **AUGUST 24, 2020**



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The University of California's system of shared governance – and thus the structure and function of the Academic Senate – is unusual, if not unique.



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Outcomes: Check Your Knowledge

By the end of this session, you should be able to

1. Describe what the Academic Senate is
2. Describe the Senate's role in campus and university governance
3. Know how to contact the Senate



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UC Board of Regents Bylaw 40.1¹

Bylaw 40.1 delegates the following powers and authorities to the faculty of the UC via the Academic Senate:

- Determine the admissions criteria
- Determine degree requirements
- Authorize and supervise all courses, curricula, and academic programs
- Advise the administration on faculty appointments and promotions
- Advise the administration on budget and financial planning

¹<http://regents.universityofcalifornia.edu/governance/bylaws/bl40.html#bl40.1>

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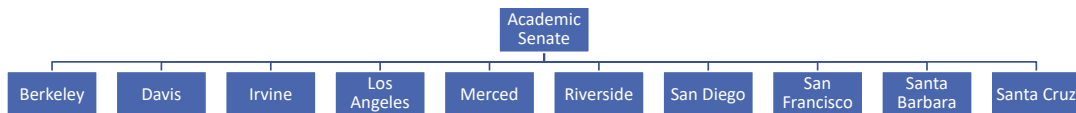
Premise

The university is most successful when decisions, regarding both policy and planning, are informed by the expertise and experience of faculty.

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Senate Membership & Structure to Execute Bylaw 40.1

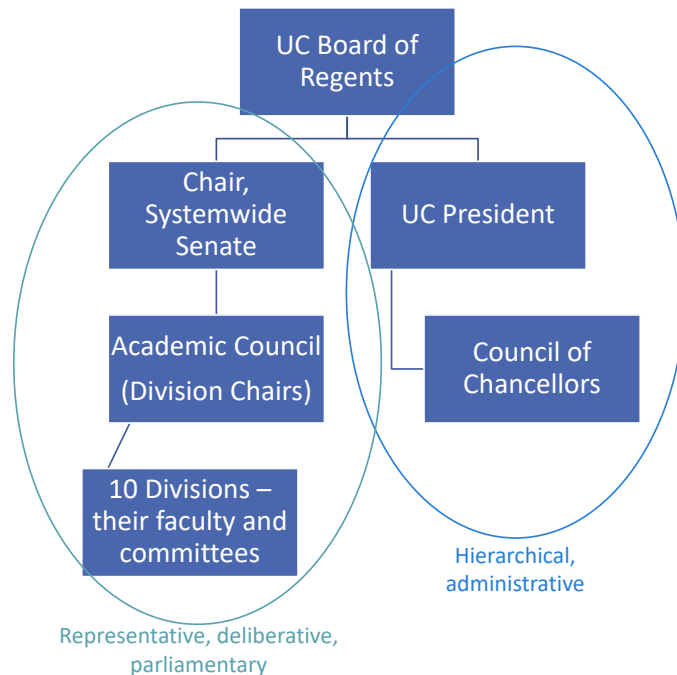
- All UC faculty and specified administrators are members of one Academic Senate
- Faculty and administrators of each campus constitute a Division of this Senate
- UC's Academic Senate is led by systemwide chair to whom each divisional chair reports



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UC Governance

Administrators and faculty govern together through separate, and materially different, organizational structures.



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Senate Membership & Structure to Execute Bylaw 40.1

- All ladder-rank **faculty** and Teaching Professors (LP/SOEs) are members
- Senate is organized into committees
- Both systemwide and divisional committees
- Committees' memberships are ideally broadly representative to promote recommendations that are informed by, and representative of, the faculty experience
- Committee charges reflect Regentally bestowed responsibilities
- Committee charges are outlined in systemwide and division-specific bylaws

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Example Committees & Their Charges

Division Committee	Charge	Corresponding Systemwide Committee
Undergraduate Council (UGC)	Approves and oversees all undergraduate programs and courses; sets all undergraduate education policy in the Division	University Committee on Education Policy Committee (UCEP)*
Graduate Council (GC)	Approves and oversees all graduate programs and courses; sets all graduate education policy in the Division	Coordinating Committee on Graduate Affairs (CCGA)
Committee on Academic Planning and Resource Allocation (CAPRA)	Advises the administration on resources	University Committee on Planning and Budget (UCPB)
Committee on Academic Personnel (CAP)	Advises the provost on faculty appointments and promotions	University Committee on Academic Personnel (UCAP)
Committee on Research	Advises the administration on all matters pertaining to research in the Division.	University Committee on Research Policy (UCORP)

* Also the University Committee on International Education (UCIE), the University Committee on Preparatory Education (UCOPE), and the Board of Admissions and Relations with Schools (BOARS)

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Merced Division: Councils and Committees

Teaching/Education

- Undergraduate Council (UGC)
- Graduate Council (GC)

Research/Scholarship

- Committee on Academic Personnel (CAP)
- Committee on Research (COR)
- Library and Scholarly Communications Committee (LASC)

Budget Planning & Resources

- Committee on Academic Planning and Resource Allocation (CAPRA)

Senate Service/Outreach

- Committee on Committees (CoC)

Admissions

- Admissions and Financial Aid Committee (AFAC)

Faculty Interests and Rights

- Committee on Faculty Welfare and Academic Freedom (FWAF)
- Committee for Diversity and Equity (D&E)
- Committee on Privilege and Tenure (P&T)
- Committee on Rules and Elections (CRE)

<http://www.senate.ucmerced.edu/committees>

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Merced Division: Councils and Committees

Divisional Council (DivCo)

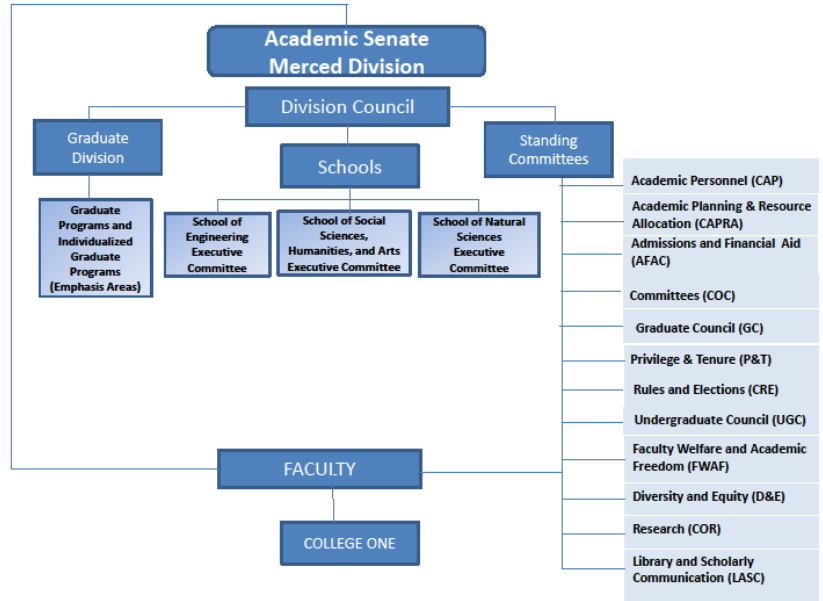
- Executive Committee of the Merced Division
- Members:
 - Chairs of the standing committees of the Senate
 - 3 at-large members

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Senate Structure Extends to Schools

Each school has an Executive Committee that advises the Dean on the administration of the School as outlined in each school's bylaws.

For bylaws, visit <http://senate.ucmerced.edu/node/118>



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2020-2021 Senate Leadership



Robin DeLugan, Chair
LeRoy Westerling, Vice Chair



Hrant Hratchian, GC Chair
Matthew Hibbing, UGC Chair
Abbas Ghassemi, AFAC Chair



Erin Hestir, At-large Member
Jessica Trounstine, At-large Member
Justin Yeakel, At-large Member



Jesus Sandoval-Hernandez, D&E Chair
Carolin Frank, FWAF Chair
Christopher Viney, CRE Chair

Patti LiWang, CAPRA Chair
TBD, CoC Chair



Lin Tian
P & T Chair



Susan Amussen
Chair, SSHA
Executive Committee



Catherine Keske
Chair, SoE
Executive Committee



Harish Bhat
Chair, SNS
Executive Committee

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Senate Office Staff

- Fatima Paul, *Executive Director*
- Simrin Takhar, *Principal Analyst*
- Naoko Kada, *Senior Analyst*
- Melanie Snyder, *Senate Analyst*
- *One staff vacancy*

Visit Senate.ucmerced.edu for information on mission of the office, and committees each analyst supports.

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School Executive Committee Support Staff

- Christine Howe, SSHA
- Whitney Williams, SNS
- Heather Gerety, SoE

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Senate Service

The Academic Senate is an important part of faculty life at UC Merced. The Senate provides opportunities for service in the shared governance of the university, recognizes faculty for service and achievement, and keeps senate service records for all faculty and emeriti.

If you would like to volunteer to service, please remember to indicate your committee preference when responding to the annual Senate service survey.

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Meetings of the Merced Division

The Merced Division of the Academic Senate holds two regular meetings each academic year, one in the Fall term and the other in the Spring term when the Divisional Council presents its State of the Campus Message.

All Senate Faculty, the Chancellor, and the EVC/Provost are invited to attend.

Winners of the Senate and Non-Senate Faculty Awards are announced during the Spring meeting of the Division.

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Questions?

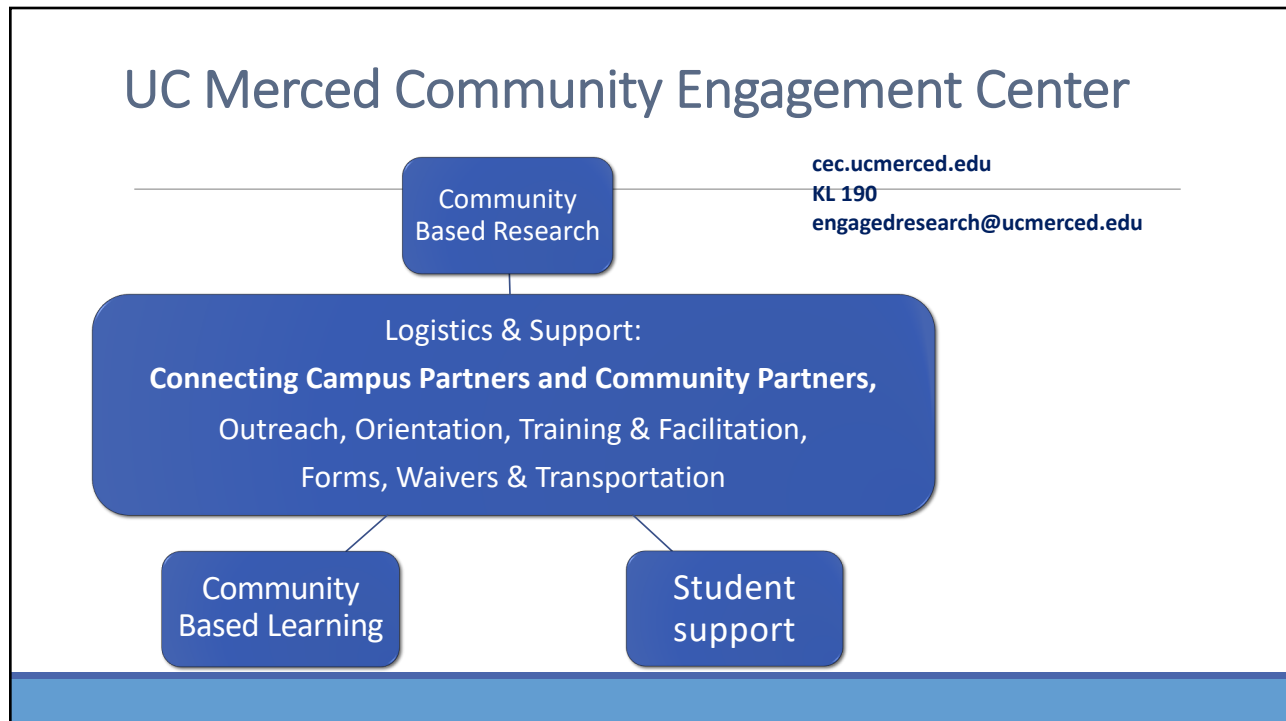
- Senate.ucmerced.edu
- senatechair@ucmerced.edu
- Senateoffice@ucmerced.edu
- Executive Director, Fatima Paul, fpaul@ucmerced.edu



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COMMUNITY ENGAGED RESEARCH

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Resource Center for Community Engaged Scholarship (ReCCES)

recces.ucmerced.edu

Coming Soon... Please join

Faculty Community-Engaged Research Mailing List

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BREAK

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RESEARCH ADMINISTRATION

Marjorie Zatz, Interim Vice Chancellor for Research and
Economic Development

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Office of Research & Econ Development

New Faculty Orientation

Marjorie S. Zatz

August 24, 2020

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Major Parts to the Office

- Research development – helps develop proposals, esp. for new faculty & large projects
- Sponsored projects – proposal preparation & submission
- Contracts & grants management – awards management
- Organized research units – SNRI, HSRI + CITRIS and Community & Labor Center
- Economic development – IP/tech transfer, venture lab, small business development center
- Research compliance - animal & human subjects, vet, foreign influence, research integrity
- Core facilities -
- Agriculture & Natural Reserves, Ag Specialists
- Natural Reserves System –

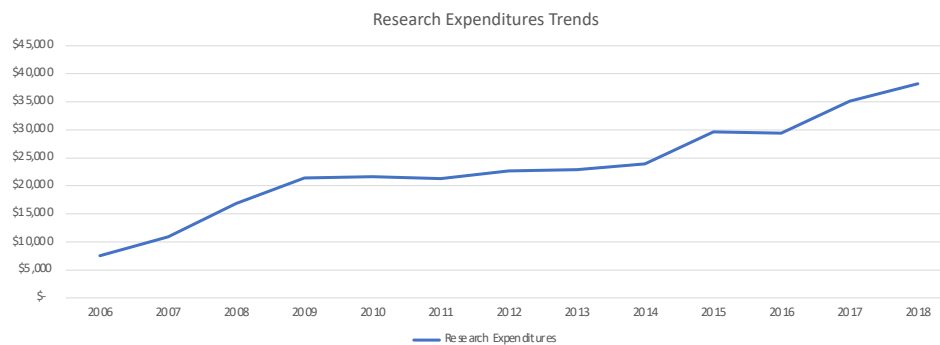
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Core Facilities

- Biosafety Laboratory III (BSL3)
- Dept. of Animal Research Services (DARS)
- Environmental Analytical Laboratory (EAL)
- Imaging & Microscopy Facility (IMF)
- Natural Reserve System (NRS) – Merced Vernal Pools & Grassland Reserve, SCICON Field Station (Tulare), , Yosemite Field Station (Wawona), Sequoia Field Station
- Stable Isotope Laboratory (SIELO)
- Stem Cell Instrumentation Foundry (SCIF)

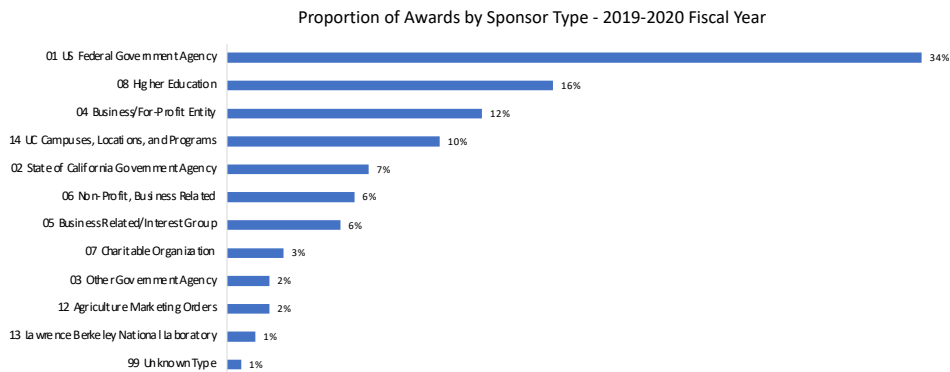
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On the path to R1...



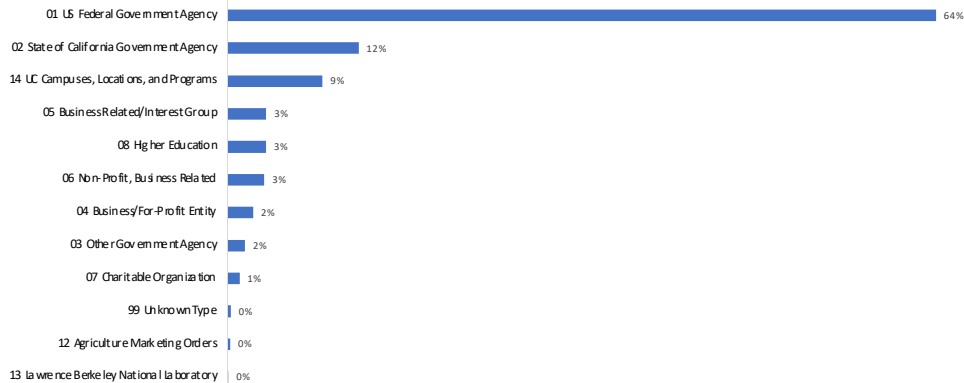
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Baseline Data – % Awards by Sponsor Type - FY2020



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Baseline Data – % Award Funds by Sponsor Type - FY2020



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Some tools and resources to help you...

Faculty toolbox: <https://research.ucmerced.edu/faculty-toolbox>

Faculty Strategic Initiatives – grant writing support

DC trip (2nd year faculty)

We work closely with the Senate Committee on Research

I am also establishing a Faculty Advisory Committee

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Questions?


Contact me ***anytime*** –

Marjorie S. Zatz

Interim Vice Chancellor for Research & Economic Development

mzatz@ucmerced.edu

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 **STUDENT AFFAIRS | GRADUATE DIVISION |
UNDERGRADUATE EDUCATION**

Charles Nies, Vice Chancellor for Student Affairs
Chris Kello, Interim Vice Provost and Dean of Graduate
Division
Sarah Frey, Vice Provost and Dean for Undergraduate
Education

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**Welcome and Overview of
Graduate Studies at UC Merced**

Chris Kello
Vice Provost and Graduate Dean



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Graduate Division Services

Recruitment and Retention
Admissions & Academic Services
Financial Support

- TA/GSR
- Internal & External Fellowships

SSB 310
graduatedivision.ucmerced.edu

Professional Development

- Fall seminar series & one-credit course
- GradEXCEL Peer Mentorship Program
- Writing & Statistical Tutoring
- Summer Bridge Program
- Dissertation Bootcamp
- Fellowship Writing
- GradSlam Competition



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Graduate Groups

School of Engineering

- BioEngineering
- Materials & Biomaterials Science & Engineering
- Electrical Engineering and Computer Science
- Environmental Systems
- Mechanical Engineering
- Management of Innovation, Sustainability and Technology (MIST)

School of Natural Sciences

- Applied Mathematics
- Chemistry and Chemical Biology
- Physics
- Quantitative and Systems Biology

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Graduate Groups

School of Social Sciences, Humanities and Arts

Cognitive and Information Sciences

Economics

Interdisciplinary Humanities

Political Science

Psychological Sciences

Public Health

Sociology

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Becoming a Faculty Advisor

You can be in more than one grad group, although most faculty have a primary group affiliation

Ask your faculty peers for advice and mentorship, for example:

- How many PhD students should you advise on average?
- How does recruiting students work? How do you become an advisor?
- How are PhD students supported in your group?
- How is the graduate program structured in terms of courses, advancing to candidacy, qualifying exam, dissertation, etc.?
- What does normative progress look like for the PhD/Masters degree?
- What are the graduate policies and procedures for the group and campus?

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Building & maintaining successful advisor-advisee relationships

- ❑ Clarifying and aligning expectations (this is a process)
 - ❑ What type of advising relationship will this be?
 - ❑ How often should you meet? Communicate? How so?
- ❑ Document communications and expectations so they are clear and can be referred to later as needed
- ❑ Remember that most graduate students will not become professors. Adjust expectations accordingly!
- ❑ Your success and your advisee's success should be aligned
 - ❑ Graduate mentorship may be an important part of your promotion and tenure—check with your peers

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Some ways we can help you

Professional development programming for your students

Support for graduate student training grants

Support for fellowship, dissertation, postdoc proposal writing

When you put graduate students on grants, we cover nonresident tuition and, if grant has full indirect, 25% of resident tuition!

Maria Nishanian is our graduate academic counselor who can work with you and your students if issues arise

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General Resources

The [Graduate Policies & Procedures Handbook](#)

[Graduate Student's Rights & Responsibilities](#)

[Mentoring Guidelines](#)

And other links on the Faculty Resources <http://graduatedivision.ucmerced.edu> and the Grad Resource Center tabs <http://graduatedivision.ucmerced.edu/GRC>

[A Mentoring Guide for Faculty: Race and ethnicity](#)

[A Guide to Quality Mentoring](#)

- University of Washington

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Contact Information



Graduate Division
Location: SSB 310
Office Hours: 8:00 a.m. -5:00 p.m.

Website: <http://graduatedivision.ucmerced.edu/>

Email: ckello@ucmerced.edu

Facebook: [facebook.com/ucmgraddiv](https://www.facebook.com/ucmgraddiv)

Twitter: twitter.com/ucmgraddiv

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EEO/AA/Title IX Accommodations

Michael Salvador, Director of Compliance

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Equal Employment Opportunity & Title IX

New Faculty Orientation
Fall 2020

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MERCED | HARASSMENT & DISCRIMINATION

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Our Staff

Our Staff:

- ▷ Michael Salvador, Director & Title IX Officer
 - msalvador2@ucmerced.edu
 - 209-285-9510

- ▷ Jim O'Connell, Deputy Director

- ▷ Joan Rich, Response Team & Education Coordinator

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About Us

We Provide Investigative Services, Education, and Resources for the UC Merced Community.

We Focus On:

- ▷ Discrimination & Hostile Work Environment Against Protected Categories:
 - Race, Age, Gender, Medical Condition, etc.

- ▷ Sexual Violence & Sexual Harassment

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Relevant EEO & Title IX Laws and Policies

UC Policies & Procedures

- ▷ UCOP Sexual Violence & Sexual Harassment (SVSH) Policy
- ▷ Merced Academic Personnel Policy & Procedures
- ▷ APM 015 – Faculty Code of Conduct
- ▷ APM 035 – Affirmative Action and Nondiscrimination in Employment
- ▷ Union agreements, PPSM

Laws & Regulations

- ▷ 1964 Civil Rights Act – Title VII
- ▷ Title IX of Education Amendments of 1972
- ▷ Department of Education Title IX Rules – Issued May 2020, Implemented August 2020
- ▷ Violence Against Women Act (VAWA)

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Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature

Quid Pro Quo – “This for That”

- ▷ Submission is made explicitly or implicitly a term or condition of instruction, employment, or participation in other university activity.

Hostile & Intimidating Environment

- ▷ Purpose or effect of unreasonably interfering with an individual’s performance or creating an intimidating, hostile, or offensive environment

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Consensual Relations Policy



“Types of unacceptable conduct:

Entering into a romantic or sexual relationship with any student for whom a faculty member has, or should reasonably expect to have in the future, academic responsibility (instructional, evaluative, or supervisory).

Exercising academic responsibility (instructional, evaluative, or supervisory) for any student with whom a faculty member has a romantic or sexual relationship.”

APM 015, II.A. - Faculty Code of Conduct

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Reporting Responsibilities

Responsible Employee Definition

Filing A Report/Complaint

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UC Merced Community Members Have a Protected Right to

- ▷ ...report discrimination, sexual harassment, sexual violence, domestic violence, or stalking
- ▷ ...assist in such a complaint
- ▷ ...participate (or not) in an investigation

Supervisors need to make sure there is no real or perceived retaliation

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Retaliation

- ▷ University policy prohibits retaliation against a person who reports sexual harassment, assists in such a report, or participates in an investigation or resolution of a sexual harassment report.
- ▷ Report any possible retaliation to the Title IX Officer

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Responsible Employees



“Any University Employee who is not a Confidential Resource. If a Responsible Employee learns, in the course of employment, that a student may have experienced Prohibited Conduct, they must promptly notify the Title IX Officer or designee. This includes resident assistants, graduate teaching assistants, and all other student employees, when disclosures are made to them in their capacities as employees.”

- UC Policy on Sexual Violence And Sexual Harassment

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Responsibilities & Disclosures

If you receive a disclosure...

- ▷ Be supportive and empathetic
- ▷ Provide Resources
- ▷ CARE (Confidential)
- ▷ CAPS (Confidential)
- ▷ UCPD (Reporting)
- ▷ Tell the student you have to report to OPHD/Title IX
- ▷ Report the disclosure to the OPHD/Title IX Office

As a Responsible Employee, Please Do Not...

- ▷ Try to fix or address the situation yourself
- ▷ Launch your own investigation
- ▷ Promise confidentiality. You are not a confidential resource.
- ▷ Discuss with others who do not need to know
- ▷ Ignore it and do nothing

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What You Can Do

If you think a student is going to disclose, remind them of your reporting requirement:

- ▷ “You’re welcome to tell me about your concerns. Before you tell me specifics, you should know that, in my role, I have an obligation to report concerns about sexual harassment or sexual violence to the Title IX Office. This is so UCM can take appropriate action and provide you or others with support to address the situation.”
- ▷ “If you’d rather speak first with a Confidential Resource— who doesn’t have the same responsibility to report—I can help get you connected. Talking with a CARE advocate is a great place to start. Would you like to call an advocate together?”

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Filing A Report

Include any and all Information You Know

This includes:





- ▷ Names of involved parties
- ▷ Details stated by the student
- ▷ Whether the student requests action to be taken



It is okay if you do not know all of the information. Asking the student for more information may be harmful!

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Filing A Report

<p>Phone 209-285-9510</p> 	<p>In Person* ACS Promenade</p>  <p><small>*We recommend scheduling an appointment; In person meetings are limited due to COVID-19</small></p>
<p>Online dsvp.ucmerced.edu /report</p> 	<p>Email msalvador2 @ucmerced.edu</p> 

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Resources

[Sample Syllabus Statement](#)

[Resources](#)

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Sample Syllabus Statement

“Title IX prohibits gender discrimination, including sexual harassment, domestic and dating violence, sexual assault, and stalking. If you have experienced sexual harassment or sexual violence, you can receive confidential support and advocacy at the Campus Advocacy Resources & Education (CARE) Office, via phone: 209-386-2051 or in person: Kolligian Library Suite 107. In addition, Counseling and Psychological Services (CAPS) provides confidential counseling to all students and can be reached via phone: 209-228-4266 or at the H. Rajender Reddy Health Center.

You can report sexual violence or sexual harassment directly to the University’s Title IX Coordinator, Michael Salvador, via email msalvador2@ucmerced.edu or by phone 209-285-9510. Reports to law enforcement can be made to UCPD via phone: 209-228-2677 or by dialing 911.”

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Resources

Reporting Resources (Non-Confidential)	Confidential Resources	Other Resources
<p>EEO & Title IX Officer: Michael Salvador ▷ msalvador2@ucmerced.edu ▷ 209-285-9510 ▷ Dsvp.ucmerced.edu/report</p> <p>UC Merced Police Department ▷ Police.ucmerced.edu</p> <p>Office of the Vice Provost for the Faculty</p>	<p>Campus Advocacy, Resources & Education (CARE) ▷ care.ucmerced.edu</p> <p>Office of the Ombuds ▷ Ombuds.ucmerced.edu</p>	<p>Federal:</p> <ul style="list-style-type: none"> ▷ Office of Civil Rights ▷ Equal Employment Opportunity Commission <p>State:</p> <ul style="list-style-type: none"> ▷ California Department of Fair Employment and Housing

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FACULTY CLIMATE AND GRIEVANCES

Zulema Valdez, Associate Vice Provost for the Faculty
Annie Saetern, Faculty Case Manager

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FACULTY CLIMATE AND GRIEVANCES

Informal and Formal Complaints

- VPF Office – AVPF Valdez
- Faculty Mis/Conduct – Focuses on Respondent (the person(s) allegations are against)
- Relevant Policies
 - APM-015 Faculty Code of Conduct, Part II;
 - APM-016 The Administration of Discipline
 - Other Policies
 - Title IX & VII
 - Prohibition of Abusive Conduct and Acts of Violence
 - Academic Senate Bylaw §336

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FACULTY CLIMATE AND GRIEVANCES

Grievances

- Academic Senate -- Committee on Privilege & Tenure (P&T)
- Faculty Rights – Focuses on the Complainant (the person filing the claim)
- Relevant Policies
 - Academic Senate Bylaw §335
 - APM-015 Faculty Rights, Part I

Contact Persons:

Zulema Valdez, Associate Vice Provost for the Faculty &
Annie Saetern, Faculty Case Manager

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EQUITY, DIVERSITY AND INCLUSION

Dania Matos, Associate Chancellor & Chief Diversity Officer

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 FOR THE FACULTY

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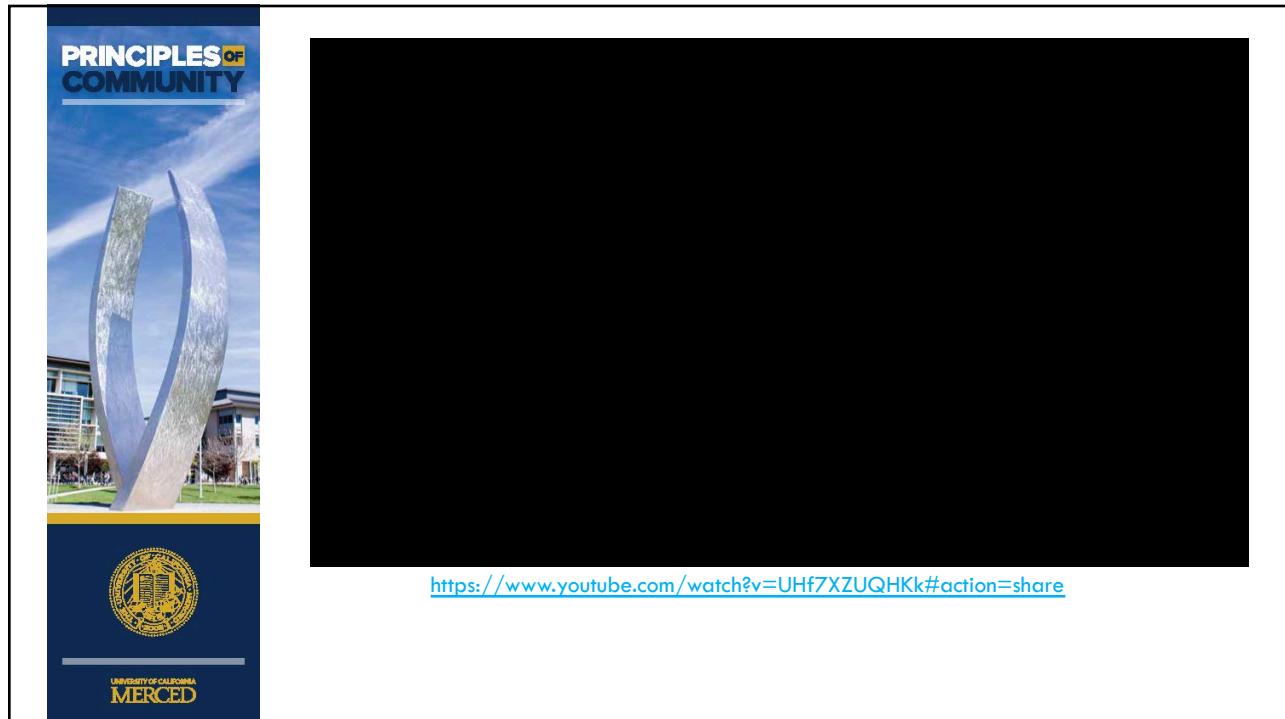


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Overview

- Principles of Community
- Meet the Office
- Diversity Statement
- EDI Initiatives
 - 2020 & Beyond Listening Tour & Executive Summary
 - Equity, Diversity and Inclusion (EDI) Strategic Framework
 - Organizational Design Workgroup
- Valuing Black Lives at UC Merced Task Force
- People First Workgroup
- Chancellor's Advisory Committees
- Upcoming Events
- Learn More/Racial Trauma Resources
- EDI Grants
- Equity & Justice Awards
- Bobcat Brief
- Thank You & Connect with Us!

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PRINCIPLES OF COMMUNITY

<https://www.youtube.com/watch?v=UHf7XZUQHkK#action=share>

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Office of Equity, Diversity and Inclusion (EDI)



Associate Chancellor and Chief Diversity Officer

Dania Matos

Pronouns: She/Her/Hers

dmatos@ucmerced.edu

Phone: 209.201.9417

To schedule an appointment, contact Deserie Cravalho-Crews at dcravalho-crews@ucmerced.edu

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Meet Our Office

Deserie Cravalho-Crews
Executive Assistant
dbirchtrahan@ucmerced.edu
209.205.8478

Yesenia Curiel
Director, CARE Office
ycuriel2@ucmerced.edu
209.233.1746

Val Villanueva
Prevention Education Coordinator
Campus Advocacy, Resources & Education (CARE)
Email: vvillanueva2@ucmerced.edu
Phone: 209-355-0763

Jody Gonzalez
Affirmative Action Analyst
jgonzalez37@ucmerced.edu
209.349.2863

Hala Alnagar
Graduate Student Researcher
Email: halnagar@ucmerced.edu

Maria Ramirez Loyola
Graduate Student Researcher
Email: mramirezloyola@ucmerced.edu

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UC Merced Diversity Statement

Local indigenous people, including the Yokuts and Miwuk who understand the earth as a place for everyone, first inhabited the land where UC Merced is located. When we address diversity on this campus, we do so boldly, daring to look forward and backward, imagining diversity's demand for the 21st century and the importance of diversity in addressing past wrongs, reaffirming humanity, and ensuring a reconciliatory path of redress for the future. The most prominent path on our campus is called Scholars Lane. By day, you can see, hear and witness the embodiment of our diversity through campus community members making their way across campus framed by the slopes and peaks of the Sierra Nevada.

At UC Merced we steadfastly uphold the concepts expressed in the [University of California Diversity Statement](#) including, "the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, neurodiversity, sexual orientation, gender identity, socioeconomic status, geographic region, and more."

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UC Merced Diversity Statement

We affirm that a diverse campus furthers our mission to create, interpret, and disseminate knowledge and values. The manifold diversity of our community encourages each of us to reflect on intellectual and cultural orthodoxies, and thus stimulates the creativity at the heart of our academic mission as a research university. We take pride in serving a large population of first-generation college students, including the broad representation of background on our campus as a Hispanic (HSI), Minority (MSI) and Asian American and Native American Pacific Islander (AANAPISI) serving institution. As a common goal, we will work together to ensure all members of our academic community reflect the multiplicity of identities in our region.

Our commitment to diversity will foster our ability to thrive in a complex world.

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Advancing Equity, Justice & Inclusive Excellence



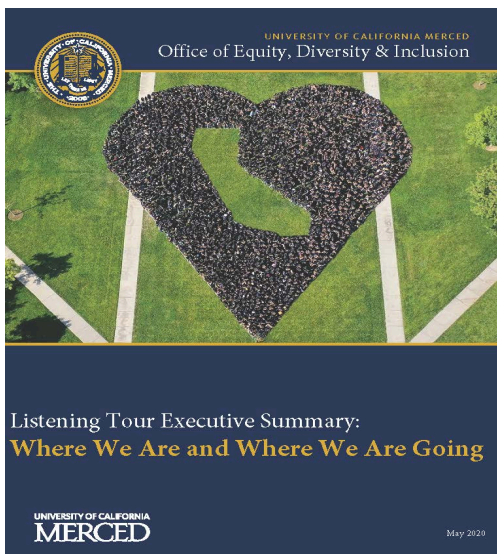
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2020 & Beyond Listening Tour



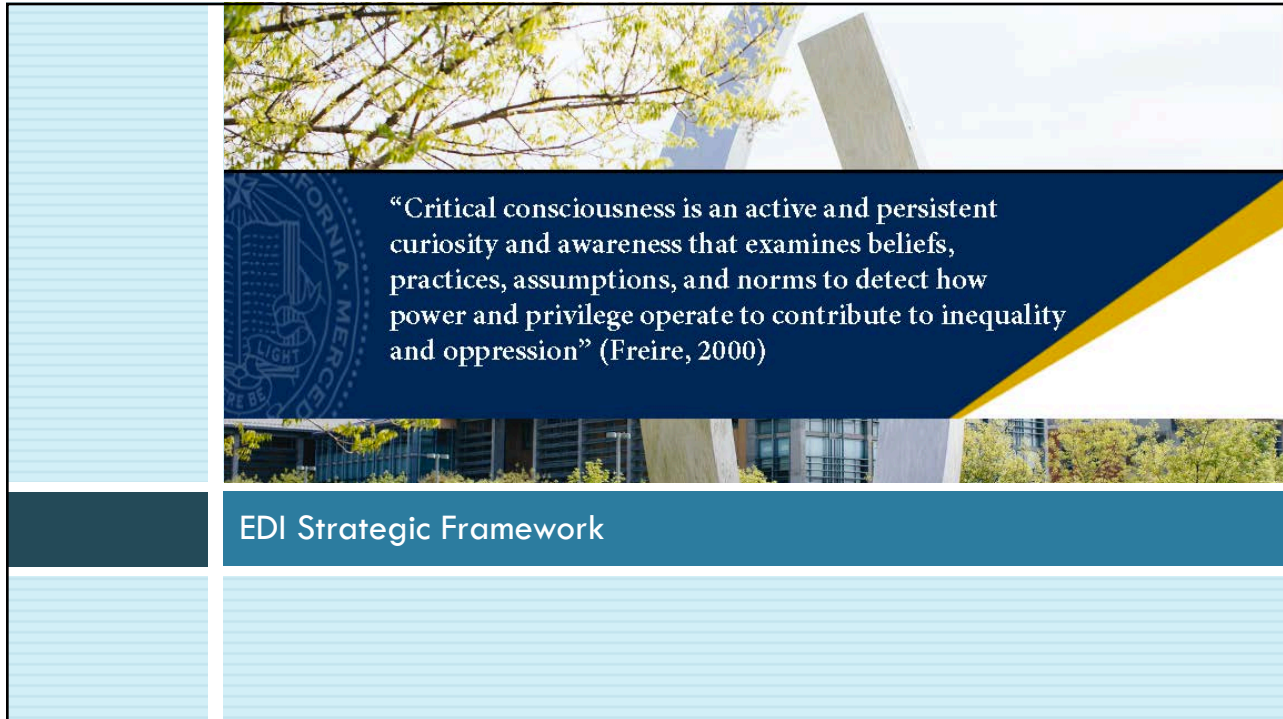
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Listening Tour Executive Summary



<https://diversity.ucmerced.edu/initiatives/2020-beyond-building-thinking-forward>


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“Critical consciousness is an active and persistent curiosity and awareness that examines beliefs, practices, assumptions, and norms to detect how power and privilege operate to contribute to inequality and oppression” (Freire, 2000)

EDI Strategic Framework

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BobCAT IDEAs Strategic Framework
Bobcat Brilliance

Office of EDI's Vision	What It Means	How We Do It
<p>People first. Anti-oppression & liberation for all: Equity requires the ability to recognize and analyze systems of inequality and the commitment to take actions against these systems, which include understanding the root causes of injustice. It is in our collective understanding and commitment to eradication of these systems that we work towards these goals in both local and global contexts.</p>	<ul style="list-style-type: none"> Dismantling systemic & structural inequality Developing transformative practitioners & advocates Acknowledging privilege & power Developing shared & accessible knowledge 	<p>Critical consciousness & collaboration: Continuous awareness of how power and privilege shape our institution and an intersectional development of practices and practitioners that work towards our collective freedom.</p>
<p>How We Get There</p>		
<p>We believe that <i>community, access, transparency, inclusion, diversity, equity, and accountability</i> (BobCAT IDEAs) are key enablers and critical components to accomplishing our office's vision. BobCAT IDEAs unlock knowledge, produce equity-minded practitioners, and drive meaningful impact and outcomes.</p>		
<p>Thus, We Aim To</p>		
<ul style="list-style-type: none"> Develop shared and accessible knowledge Recognize that community extends beyond campus and create active engagement of our local and global environments (<i>community</i>) Strive to provide equal and equitable opportunities for all to thrive (<i>access</i>) Establish public-facing communication that is clear, consistent, and self-evaluative (<i>transparency</i>) Create an environment that cultivates a sense of belonging (<i>inclusion</i>) Engage all people and perspectives in recognition of our collective excellence (<i>diversity</i>) Ensure access to opportunities for all through the removal of structural barriers (<i>equity</i>) Acknowledge and own our progress and areas of improvement to create a culture of trust and responsibility (<i>accountability</i>) 		

BobCAT IDEAs = Bobcat Brilliance

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Organizational Design Workgroup

Mission

The Equity, Diversity, and Inclusion Organizational Design Work Group will be facilitated by Associate Chancellor and Chief Diversity Officer in its goal of defining the role and structure of the Equity, Diversity and Inclusion (EDI) Office within the current campus framework. Centering the office's vision of equity and justice through liberation and anti-oppression, we will define the EDI Office's role and structure by:

- Defining the strategy and objectives for the EDI Office
- Assessing the current organization operating model and power structure grounded in the External Review of Equity, Diversity and Inclusion at UC Merced
- Analyzing the leadership and collaborative capacity needed to meet the office's objectives aligned with its strategy
- Designing the future state operating model

The efforts of this work group will help the advancement of an upcoming equity and inclusion strategic planning process for the university. This work group will lay the foundation and support needed for the strategic planning process as well as current and short-term initiatives, many of which were suggested in this past year's listening tour sessions. This work group will complete its efforts swiftly and prior to fall by August 2020 in order to commence the strategic planning process in Fall 2020.



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Valuing Black Lives at UC Merced Task Force

Valuing Black Lives Task Force

Structure and Leadership

The Valuing Black Lives Task Force is will consist of five subcommittees. Each subcommittee will have an administrative co-lead and at least one co-lead representing each of these categories: a staff member co-lead, a senate faculty co-lead, a non-senate faculty co-lead, and two student co-leads – one undergraduate and one graduate, as well as additional members, for a total of about 10 members per subcommittee.

Once the academic year begins, the subcommittees will be expected to meet twice a month. The Task Force co-leads (Dania Matos, Jonathan Grady, and Robin DeLugan) will meet monthly with the subcommittee co-leads. The Task Force co-leads will meet with our executive sponsors – Chancellor Muñoz and Executive Vice Chancellor and Provost Camfield in October for a progress update, and again in December to review recommendations.

Task Force Co-Leads

Dania Matos, J.D.;
Associate Chancellor and Chief Diversity Officer
dmatos@ucmerced.edu

Jonathan Grady, Ph.D.;
Associate Vice Chancellor and Dean of Students
jgrady2@ucmerced.edu

Robin DeLugan, Ph.D.;
Academic Senate Liason
rdelugan@ucmerced.edu

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Valuing Black Lives at UC Merced Task Force

Subcommittees and Their Administrative Co-Leads

- **Student Support Committee:** Charles Nies, Vice Chancellor, Student Affairs
- **Community Engagement Committee:** Ed Klotzbier, Vice Chancellor and Chief External Relations Officer, External Relations
- **Policing and Anti-Black Violence Committee:** Martin Reed, Assistant Vice Chancellor, Housing and Residence Life
- **Staff and Faculty Recruitment and Retention Committee:** Teenie Matlock, Vice Provost, Faculty and Nicole Pollack, Chief Human Resources Officer
- **Scholarship, Research and Funding Committee:** Marjorie Zatz, Interim Vice Chancellor, Research and Economic Development

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People First Workgroup



The People First workgroup will inform our campus-wide strategies on COVID-19 scenario planning and how they impact our people (faculty, staff, and students), through the development of general principles guidelines, surveying, and virtual focus groups. In placing “people first” the workgroup will also ensure that the campus is providing adequate support and responding to gaps and issues in real-time. It will also assist in providing evidence-based impact data to internal and external constituents. The longer-term plan is to transition this workgroup to lead the development and implementation in our “people strategy” for staff, students, and faculty.

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Chancellor's Advisory Committees

- ❖ Chancellor's Committee on Campus Climate & Inclusion (CCCI)
- ❖ Chancellor's Advisory Committee on Queer Issues (CACQI)
- ❖ Chancellor's Advisory Committee on the Status of Women (CACSW)

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UPCOMING EVENTS

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UNIVERSITY OF CALIFORNIA, MERCED

Virtual Dialogue Series

LUNCH & LEARN

BLACK LIVES MATTER

&

ANTI-RACISM

Wednesday, August 26th
Noon-1:00 pm

THE PANEL MODERATOR: REBECCA ANTOINE, CO-CHAIR FOR FACULTY OUTREACH STAFF AND FACULTY OF COLOR ASSOCIATION (SFOCA)

REV. DR. DAVID N. MOORE
Rev. Dr. David N. Moore, Jr. is a human rights advocate, an adjunct university professor and author. He selected Communication Studies as an undergraduate major at the University of California, with the aspiration of working in television news, but while a sophomore at UC San Diego, he responded to another calling that of biblical scholarship and teaching. He earned his Master's degree from St. Stephen's University in New Brunswick, Canada, and currently holds an appointment to adjunct faculty there, teaching Ancient Mediterranean History. He earned his doctorate in theology in 2014. Two South African presidents, Nelson Mandela and Jacob Zuma, are included among those who studied at the University of South Africa before David. Desmond Tutu graduated there the same year David was born. David and Debra have been married for 42 years and have 5 adult children.

ALLEN BROOKS
Allen is a business man in the City of Merced since 2009. He has an awesome wife and three children. He was born in Milwaukee, Wisconsin and is a graduate from Grantlaking State University in Louisiana. He has a Bachelor's Degree and Master's Degree in Communication with a background in Public Health. Since moving to Merced he has been involved in various groups. For example, he is a member of the Merced Sunrise Rotary Club. Currently, he is the President of the City of Merced Chapter of the NAACP.

CHARRON ANDRUS
Charron received her B.S. in Information Technology Organizational Leadership from Biola University and her M.A. in Gerontology from the University of Southern California. She has been with UC Davis for 8 years and currently manages the Regulatory Intelligence and Financial Reporting team for IT Enterprise Applications.

EILEEN KOGL CAMFIELD & SAMANTHA TETANGCO OCENA

To register for this Virtual Lunch & Learn, please visit:
[HTTPS://DIVERSITY.UCMERCED.EDU/LUNCH-AND-LEARN](https://diversity.ucmerced.edu/lunch-and-learns)
FOR MORE INFORMATION OR QUESTIONS, EMAIL DESERIE CRAVALHO-CREWS
DCRAVALHO-CREWS@UCMERCED.EDU

REFLECTING ON ANTI-RACIST PEDAGOGY

A MULTI-PART VIRTUAL DISCUSSION SERIES

WHEN:
BEGINS in SEPTEMBER Meeting on a biweekly or monthly basis, as determined by participants

HOW TO JOIN:
[RSVP here](#)

FACILITATORS:

EILEEN KOGL CAMFIELD & SAMANTHA TETANGCO OCENA

This virtual discussion series is designed to help participants form a community of practice focused on improving anti-racist pedagogy. Together, we will:

- Explore the intersection between anti-racist teaching and anti-racist pedagogy
- Examine how our assumptions and inherent practices influence classroom practice
- Discuss ways we can adjust those practices to be more inclusive and effective
- Design course content that will be presented at an EDI teaching showcase in May.

The purpose of this series is not to give mandates and protocols, but to share experiences and create a space to collaborate with peers and support personal and professional growth.

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Monthly CDO Drop-In Hours

DROP-INS WITH THE CHIEF DIVERSITY OFFICER

Join Associate Chancellor Dania Matos as she hosts virtual monthly drop in hours this spring. Come and be heard on what matters to you!

FOR FURTHER DETAILS
RSVP VIA [LINK](#) OR SCAN THE QR CODE

DANIA MATOS

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Learn More & Racial Trauma Resources

□ [Racial Trauma Resources](#)

- Anti-Racism
- How to be an Ally
- Implicit Bias
- Mental Health
- Recommended Readings

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EDI Grants

- The Borderlands Experience
 - Build critical multicultural relationships throughout and beyond their career at UC Merced.
- No Food Left Behind
 - Combat food waste and food insecurity at UC Merced
- Scholars with Dependents
 - Parenting students and students with other dependents would benefit from a collaborative and inclusive group

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Equity & Justice Awards

We are launching the [Equity and Justice Awards](#) at the beginning of Fall 2020, where campus community members can nominate folks monthly who have given their time and effort to further equity and justice at UC Merced. In April of each academic year, the soon to be formed Equity and Justice board will choose 5 of the culminated monthly nominations as recipients, and they will each receive \$1,000 towards projects and initiatives that advance equity, justice and inclusive excellence at UC Merced.

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Bobcat Brief & Join Our Email List!

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Thank You & Connect with Us!

Website:

[Diversity.ucmerced.edu](https://diversity.ucmerced.edu)

Twitter: @UCMDiversity

#UCMDiversity

CONNECT WITH US

CONNECT WITH US



SUBSCRIBE

To opt-in to our newsletter click the link below:

<https://diversity.ucmerced.edu/form/join-our-email-list>

FOLLOW US

Follow the Office of Equity, Diversity, and Inclusion on Twitter!



<https://twitter.com/UCMDiversity>



FIND OUT MORE

To receive more information related to diversity and inclusion go to our page!

<https://diversity.ucmerced.edu/>



FEEDBACK

Your feedback is important to us. To provide feedback click the link below:

<https://diversity.ucmerced.edu/form/feedback>



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REMOTE LUNCH WITH CHANCELLOR JUAN SÁNCHEZ MUÑOZ



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FOR THE FACULTY

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REFLECTING ON ANTI-RACIST PEDAGOGY

A MULTI-PART VIRTUAL DISCUSSION SERIES

WHEN:
BEGINS SEPTEMBER
Meeting on a biweekly or monthly basis, as determined by participants

HOW TO JOIN:
RSVP

FACILITATORS:





EILEEN
KOGEL
CAMPFIELD
SAMANTHA
TETANGCO
OCENA


This virtual discussion series is designed to help participants form a community of practice focused on improving anti-racist pedagogy. Together, we will:

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CENTER FOR
ENHANCED
TEACHING &
LEARNING
AT UC MERCED



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BEST PRACTICES WITH REMOTE INSTRUCTION

James Zimmerman, Senior Associate Vice Provost & Dean
for Undergraduate Education

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- **Learning is social** and students need to feel they are part of a **community**.
 - So: Foster a nurturing environment, build trust, and facilitate peer-to-peer learning and social interactions between your students.
- Students must feel **safe and confident** in order to learn.
 - So: Foster positive emotions. Give encouraging feedback and show students that you care about them.
- Students grow when their **learning is prioritized over assessment**.
 - So: Assign low- or no- stakes assignments and encourage curiosity and creativity.

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- Course design should be **coherent**, use appropriate technologies, and be as **predictable** and **manageable** as possible.
 - So: Organize the course in predictable patterns of instruction and assessment, choose appropriate technologies when needed, and provide lower tech options. Do not assign more work in hybrid and online learning than you would in face-to-face.
- **Flexibility** of learning and assessment options best respond to students' changing needs.
 - So: Be flexible with due dates and assessment formats and be responsive to students' circumstances.

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CATCOURSES WORKSHOP

Nicole Alvernaz, Learning Technologies Coordinator
 Rachel Peters, Learning Technologies Manager

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