

**APPROVED MINUTES  
BERKELEY DIVISIONAL COUNCIL  
Monday, May 3, 2021 – 12:10-2:00 PM  
Zoom video conference**

Divisional Council (DIVCO) met on Monday, May 3, 2021 via *Zoom* videoconference. Division Chair Jennifer Johnson-Hanks presided. Quorum was present, as shown as on the attached attendance chart. Sharon Inkelas, Associate Vice Provost for the faculty, attended for item V.A.

**I. A. MINUTES** of the Meeting of April 19, 2021

**ACTION:** The minutes were approved as presented.

**II. CONSENT CALENDAR – None**

**III. ANNOUNCEMENTS - None**

**IV. UNFINISHED BUSINESS**

**A. Discussion/Action: Proposed changes in campus policy on the evaluation of teaching**

Chair Johnson-Hanks explained the second item in the proposal, which concerns the questions asked in the evaluation of teaching. The proposal would replace the current one question with three questions, one focused on lectures and discussions, one on assignments, and one on the culture and inclusivity of the classroom environment.

Discussion among DIVCO members followed. Some members shared concern that the wording of the proposed questions may not be inclusive to all disciplines. Members also felt that there should be space for students to elaborate after each question.

**ACTION:** DIVCO approved replacing any and all currently required questions with the three proposed questions, and that a comment box should follow each question.

The next item on the proposal is regarding the reporting distribution of student scores and comparison distributions. Chair Johnson-Hanks mentioned that this was briefly discussed at the last DIVCO meeting, where members explored the fact that departments who use online evaluations have their distributions automatically recorded, though they do not automatically populate into APBears. This proposal calls into question what departments will be required to report, as well as the recommendation as to what information is uploaded to APBears.

Discussion followed among the committee. Some members pointed out that there should be clarity given to departments on what it means to report the distribution and how it will be used. A couple of DIVCO members expressed worry about staff time in departments that are understaffed if this proposal is required. The committee considered several options, but was unable to make a motion on this portion of the proposal.

DIVCO decided not to take any action on the third and fourth items in the proposal.

The committee moved to the fifth item in the proposal, which states that candidates are asked to provide a teaching dossier consisting of specific items. Chair Johnson-Hanks clarified that DIVCO cannot require candidates to submit anything, but instead encourage colleagues to act in their own self-interest.

Discussion among the committee followed. DIVCO felt that this recommendation could be strengthened by slightly changing the language to seem less directive, and more encouraging.

**ACTION:** DIVCO approved the fifth item on the proposal, with edits to the language.

The discussion will be continued to the May 10<sup>th</sup> DIVCO meeting as unfinished business, as DIVCO did not have sufficient time to discuss the last item on the proposal.

## **V. NEW BUSINESS**

### **A. Discussion only: Diversity, Equity, Inclusion and Belonging (DEIB) Goals**

Associate Vice Provost Inkelas explained that DEIB goals works best when it is treated as a collective responsibility. The goal is to have DEIB contributions be perceived as an academic professional norm and campus standard by infusing DEIB commitments into all aspects of faculty hiring, mentoring, and advancement. Desired outcomes are more diverse faculty, more DEIB activity by faculty, more diversity in leadership, improved departmental climate, and DEIB engrained as a professional norm and campus expectation.

Associate Vice Provost Inkelas continued by explaining that there has been a lot of progress made in infusing DEIB into faculty processes, including cluster hires in regards to FTE allocation, DEIB assessments in faculty recruitment searches, faculty ability to upload a diversity statement, the Faculty Leadership Academy, etc. Associate Vice Provost Inkelas shared some hopes for 2021-22, some of which were to make diversity statements normal, appoint an associate dean for DEIB in every unit, institute short climate surveys for departments to surface issues and track progress, and more.

Associate Vice Provost Inkelas shared that she is eager for DIVCO's thoughts on how different Senate committees may want to partner with some of this work, or if there are ideas that should be represented.

Discussion followed among DIVCO members. Comments and concerns varied among the committee, and issues such as the disconnect between values shared during the hiring process and what is considered in promotions, inclusion of lecturers, barriers to PPFP hiring, and the challenge of what constitutes a DEIB commitment.

### **B. Discussion only: "Scarlet Letter F"**

DIVCO did not have sufficient time to discuss this item, so it will be continued to the May 10<sup>th</sup> meeting as unfinished business.

**VI. INFORMATIONAL ITEMS**

**A. ASUC Letter regarding Academic Support for International Students and Students with Disabilities**

The meeting was adjourned at 2:01pm.

Recorder: Haniya Ferrell, Administrative Assistant

**Approved Minutes**  
**Meeting of Divisional Council**  
**May 3, 2021**

DIVCO MEMBERS	8/31/20	9/14/20	10/5/20	10/19/20	11/2/20	11/16/20	11/30/20	12/14/20	1/25/21	2/8/21	2/22/21	3/8/21	3/15/21	4/5/21	4/19/21	5/3/21	5/10/21
Boots, Michael	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
Callaway, Duncan	P	P	P		P	P	P	P	P	P	P	P	A	P	P	P	
Catanese, Brandi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
Cohen, Ronald	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
Fine, Paul	P	P	P	P	P	A	P	P	P	P	P	P	P	P	P	P	
Gilless, J. Keith *	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
Hollinger, David	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
Johnson-Hanks, Jennifer	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
Kern, Richard	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
Kurke, Leslie	P	P	P	P	P	P	P	P	P	P	A	P	P	P	P	P	
Levi, Dennis	P	P	P	P	P	P	A	P	P	A	P	P	A	A	A	P	
Lye, Colleen	P	P	P	P	P	A	P	P	A	P	P	P	P	P	P	P	
McMains, Sara	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
Ozer, Emily	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
Sayre, Nathan	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
Siu, Lok	P	P	P	P	P	P	P	P	P	P	P	P	A	P	P	P	
Sul, Hei Sook	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
Tarica, Estelle	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
Wagner, David	P	P	P	P	P	P	P	P	P	A	P	P	P	P	P	P	

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SENATE STAFF	8/31/20	9/14/20	10/5/20	10/19/20	11/2/20	11/16/20	11/30/20	12/14/20	1/25/21	2/8/21	2/22/21	3/8/21	3/15/21	4/5/21	4/19/21	5/3/21	5/10/21
Banaria, Jocelyn Surla	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
Ferrell, Haniya		P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
Quiggle, Sumei			P		P					P		P					
Tuchrello, Sumali			P	P	P	P	P						P				
Corley, Linda					P											P	
Dobin, Deborah													P				
Marias Dezendorf, Rachel	P		P		P			P	P			P					
Lynch, William																	
MacIntyre, Courtney																	
Mitchell, Lanayah																	

P=Present    A=Absent    \* Non-voting