

April 11, 2014 – COD Meeting Agenda

Committee members present: George Tomlin, Carolyn Weisz, Amy Ryken, Jennifer Utrata, Oriel Siu, Michael Valentine, Michael Benitez, Czarina Ramsay

Meeting Called to Order at 2:00 p.m.

- 1) Announcements
 - i. Celebratory mood acknowledged!
 - ii. Monica Novoa – “On Dropping the I Word” April 30, 5PM
 - iii. Dr. Jo Handelsman Public Talk– “The Fallacy of Fairness: Rethinking the Meritocracy of Science” May 1, 4PM, Thompson 175
 - iv. Video against vandalism is done! Soft launch this Spring.
- 2) Review/Approve March 28, 2014 Minutes
- 3) Review/Approve Annual Report to Senate (attached)
 - i. Changes/revisions to Report made
 - ii. Conversation:
 1. Suggest to add charge that the COD look at faculty hiring and retention data with particular attention to gender/ethnicity and the way these intersect. How many women of color faculty are hired and retained in relation to men faculty of color?
 2. Question, how are “faculty of color” and “international faculty” defined? The COD discussed the issue of how to distinguish international faculty who do and who do not identify as faculty of color from the numbers accounted in “faculty of color”. How could we get data that is more precise when looking at the diversity in the faculty at Puget Sound?
 3. Question: What is the Make-up of candidacy pools? In wanting to create a faculty at Puget Sound that is more diverse, it would be good to have a breakdown of who makes it to interviews by departments.

M/S/P Report to Senate approved

- 4) Senate Charge: Identify areas of concern for the faculty based on a review of faculty responses to the campus climate survey and make recommendations to the senate.
 - i. Discussion of Draft of Memo to Senate and Climate Report prepared by the Office of Institutional Research analyzing if minoritized faculty respondents (by race/ethnicity, sexual orientation, gender, and/or disability status) had different patterns of reply.
 - ii. Amy will revise report and resend to the COD for continued discussion
 - iii. Discussion on commitment of committee members to continue working towards the diversity mission of Puget Sound

5) MEETING ADJOURNED at 3:10 p.m.

Respectfully submitted,
Oriel Maria Siu

**Committee on Diversity
2013-2014 Annual Report to the Faculty Senate**

Committee on Diversity Members

Michael Benitez (Chief Diversity Officer, Dean of Diversity and Inclusion), Aislinn Melchior (Fall 2013), Heidi Orloff, Czarina Ramsay (Director Multicultural Student Services), Amy Ryken (chair), Oriel Siu, Hannah Smith (student member), George Tomlin (Spring 2014), Jennifer Utrata, Mike Valentine, Carolyn Weisz

Senate Liaison: Ariela Tubert

Committee Responsibilities and Activities

Committee Responsibilities per the Faculty Bylaws and Senate Charges	Committee Activities												
1. To serve the university's goal of increasing the social diversity of the campus.	--See numbers 2-8 below.												
2. To participate in the development of initiatives that enable the university to hire new faculty from historically under-represented populations and to support better the retention and success of such faculty.	<p>--Hiring and Retention Data (Tenure Line) Each year the Committee on Diversity reviews hiring and retention data for tenure line faculty in relation to sex and race (the only social diversity categories that the University systematically documents for faculty). Rates of hiring and retention from 2005-2014 are roughly equal according to sex, but vary greatly according to race.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Hiring Rate (Tenure Line)</td> <td style="width: 50%;">Retention (Tenure Line)</td> </tr> <tr> <td>Women: 51% (43/84)</td> <td>Women: 85% (35/41)</td> </tr> <tr> <td>Men: 49% (41/84)</td> <td>Men: 86% (32/37)</td> </tr> </table> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Hiring (Tenure Line)</td> <td style="width: 50%;">Retention (Tenure Line)</td> </tr> <tr> <td>Faculty of Color: 19% (16/84)</td> <td>Faculty of Color: 67% (10/15)</td> </tr> <tr> <td>White Faculty: 81% (68/84)</td> <td>White Faculty: 90% (57/63)</td> </tr> </table> <p>A chi-square analysis of the differences in retention by race suggests that faculty of color are retained at a statistically significantly lower rate, $X^2 (1, N = 78) = 5.643, p < .02$.</p> <p>--Diversity Liaison As a result of a recommendation made by the COD in 2011, departments conducting faculty searches are asked to appoint a Diversity Liaison. Percent of departments conducting tenure line searches that designated a diversity liaison: 100% in AY 2013-2014 100% in AY 2012-2013 83% in AY 2011-2012</p> <p>The Committee developed post search follow-up questions for search chairs and diversity liaisons. Dean Bartanen solicited responses. The committee will review responses and make recommendations for better supporting the work of diversity liaisons.</p> <p>--Curriculum Review (Question 6 in the 5-year Program Review) See also #5 below regarding the COD recommendation to and meeting with the Curriculum Committee.</p>	Hiring Rate (Tenure Line)	Retention (Tenure Line)	Women: 51% (43/84)	Women: 85% (35/41)	Men: 49% (41/84)	Men: 86% (32/37)	Hiring (Tenure Line)	Retention (Tenure Line)	Faculty of Color: 19% (16/84)	Faculty of Color: 67% (10/15)	White Faculty: 81% (68/84)	White Faculty: 90% (57/63)
Hiring Rate (Tenure Line)	Retention (Tenure Line)												
Women: 51% (43/84)	Women: 85% (35/41)												
Men: 49% (41/84)	Men: 86% (32/37)												
Hiring (Tenure Line)	Retention (Tenure Line)												
Faculty of Color: 19% (16/84)	Faculty of Color: 67% (10/15)												
White Faculty: 81% (68/84)	White Faculty: 90% (57/63)												

<p>3. To work with the President, Vice-Presidents, and the Chief Diversity Officer concerning diversity initiatives that can benefit from faculty presence and leadership, as needed.</p>	<p>--Amy Ryken served as the Committee on Diversity representative on the Diversity Advisory Council (DAC).</p> <p>--The Committee has worked collaboratively with the Academic Vice President to review hiring and retention data and to support and review the diversity liaison role.</p> <p>--The Committee has worked collaboratively with the Chief Diversity Officer by reviewing and providing feedback on the goals of BHERT.</p>
<p>4. To establish liaisons with key university units including staff and student diversity groups to assess strategic needs and work collaboratively in diversity-related initiatives, as needed.</p>	<p>-- The Committee collaborates with and works to support the work of DAC, BHERT, CWTL, the Chief Diversity Officer, and Multicultural Student Services.</p> <p>--Amy Ryken met with student leaders during the Student Diversity Governing Council Retreat to discuss campus climate survey results and the KNOW proposal. In addition she participated in the Resident Assistant Training to discuss LGBTQ issues on campus.</p> <p>--The COD read and discussed open letters to the campus written by Puget Sound students Mariana Molina and C.J. Queirolo. The COD wrote a public response.</p>
<p>5. To work with colleagues to maintain an educational environment that welcomes and supports diversity even as it protects and assures the rights of academic freedom outlined in the Faculty Code.</p>	<p>--See Charge 3.</p> <p>--The COD sent a recommendation to the Curriculum Committee (CC) and Faculty Senate about the CC's action to change question #6 in the 5-year program/curriculum review. Members of the COD met with the CC to discuss this issue.</p>
<p>6. To activate annually a group of faculty, staff and students that will review aggregate data about patterns of bias and hate in our campus community with the purpose of creating educational opportunities for reflection and dialogue.</p>	<p>-- To enact this charge, each Fall the COD appoints two of its members to serve on BHERT. Mike Valentine and Carolyn Weisz served as the COD representatives on BHERT.</p>
<p>7. To report annually to the Faculty Senate on the committee's work related to diversity goals 1-6.</p>	<p>--This document is our annual report.</p>
<p>8. Such other duties as may be assigned to it by the Faculty Senate.</p> <p>1. Assess the viability of expanding the number of faculty HROs (harassment reporting officers) and make a recommendation to the Faculty Senate.</p> <p>2. Identify areas of concern for the faculty based on a review of faculty responses to the campus climate survey and make recommendations to the senate.</p>	<p>--Charge 1: The COD reviewed and discussed the Report of the Sexual Assault Work Group (SAWG). The COD did not assess viability of expanding the number of faculty HROs because the Chief Diversity Officer is currently in the process of establishing a campus wide Sexual Assault Committee that will be charged with reviewing policies and making recommendations about HRO selection and role.</p> <p>--Charge 2: The COD read and discussed the campus climate reports shared with the campus this academic year (e.g., gender, religion, socioeconomic status, political beliefs, race & ethnicity). The COD asked the Office of Institutional Research to analyze if minoritized faculty respondents (by race/ethnicity, sexual orientation, gender, and/or disability status) had different patterns of reply. The COD discussed the report provided,</p>

<p>3. Collaborate with the Burlington Northern group to draft a revised proposal for a diversity requirement.</p>	<p>identified patterns, and wrote a report summarizing recommendations (forthcoming).</p> <p>--Charge 3: Throughout the academic year the COD discussed evolving drafts of the Knowledge, Identity, and Power (KNOW) learning objectives and guidelines and provided input and feedback to the Burlington Northern group. Members of the COD also joined the Faculty Senate for conversations about the KNOW proposal. The COD unanimously endorsed the KNOW overlay requirement, which was passed on April 9, 2014 by an electronic vote of the full faculty (132 yes; 82 no). The COD discussed the potential role of the committee in supporting the implementation of the KNOW proposal and recommended a charge.</p>
---	---

Suggested Charges for 2014-2015

Collaborate with the Curriculum Committee to consider strategies for supporting and reviewing department responses to Question 6

Support implementation of the Knowledge, Identity, and Power (KNOW) proposal

Host discussions about student letters that speak to classroom and campus climate

Review hiring and retention data by gender, race/ethnicity, and their intersections, and work with the Academic Vice President and Dean of Diversity and Inclusion/Chief Diversity Officer to obtain data on subcategories of faculty of color (e.g., disaggregating by race and international affiliation)

Continue to collaborate with the Chief Diversity Officer in the development of the sexual assault committee structure and accessibility of HRO's.

Support the 2014 National Race and Pedagogy Conference