

**Committee on Diversity  
2015-2016 Annual Report to the Faculty Senate**

**Committee on Diversity Members**

Michael Benitez (Chief Diversity Officer, Dean of Diversity and Inclusion), Alex Gedo (student representative), Chad Gunderson, Mark Harpring (Spring 2016 only), Matthew Ingalls, Grace Livingston, Oriel Siu (Fall 2015 only), Stuart Smithers, Yvonne Swinth, Mike Valentine

**Senate Liaison:** Robin Jacobson

**Submitted:** May 6, 2016

**Charges from Faculty Senate:**

1. Review department responses to Question 6 [“In what ways does the curriculum in your department, school, or program reflect the diversity of our society?”] written during five-year curriculum assessments.
2. Continue to monitor the number and distribution of approved KNOW courses and take what measures it can to encourage such proposals being submitted by faculty.
3. Work with PSC, BHERT, and the SLC to identify conflicts, if there are any, between the Faculty Code and the Response Protocol to Incidents of Bias or Hate.

**Committee Duties and Activities**

Duties per Faculty Bylaws (1-8) and Senate Charges (C1-C6)	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>--Diversity Liaison</p> <p>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:</p> <p style="padding-left: 40px;">100% in AY 2015-2016. 86% in AY 2014-2015 100% in AY 2013-2014 100% in AY 2012-2013 83% in AY 2011-2012</p> <p>In the last two years, for AY 15-16 (4:8) and AY 16-17 (2:4), we’ve hired at 50% Faculty of color</p> <p>CoD Chair (Valentine) served as liaison for the search in Economics.</p> <p>The CoD also discussed the lack of a Diversity Liaison on the Presidential Search Committee, although the President of the University is also a faculty member. A letter from</p>

	<p>the CoD suggesting the need for such a liaison was forwarded to the forwarded to the Presidential Search Committee. Grace Livingston of the CoD volunteered and was selected as part of a faculty group involved in the final interview process.</p>
<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>To strengthen the implementation of this charge, the CoD discussed offering regular co-sponsorship and thus a more public signal of support of pivotal settings of discussions of campus issues and programs related to diversity in order to build faculty awareness and platforms for connected engagement. CoD members considered doing this for KNOW gatherings and for those regarding the new Diversity Strategic Plan, <i>Threshold 2020</i>.</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 CoD collaborates with and works to support the work of DAC (CoD members Livingston and Gunderson), BHERT (Valentine), the Sexual and Gender Violence Committee (SGVC- Livingston and Siu), Office of Student Life (Ingalls), and the Chief Diversity Officer (CDO). The need for greater resources for the CDO was examined.</p> <p>The CoD offered support to the Committee to Support the Shared Curriculum (CSSC) and co-sponsored a forum on implementation of the KNOW overlay as part of the Wednesdays at Four series.</p> <p>--See also Charge 3.</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 could not define its role in this discussion until it was clearer that there are indeed conflicts.</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 normally appoints two of its members to serve on BHERT. Understaffing of the CoD resulted in one CoD member, Mike Valentine, serving this year as the CoD representative 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>

The CoD also requests addition of an additional faculty member for AY 2016-2017 to expand on its abilities to respond to the charges from the Senate at this crucial time for diversity on campus.

**Recommendations for charges to the CoD for 2016-2017:**

- 1) More international students would bring alternative experiences and perspectives, enhancing diversity of opinion on campus. Charge the CoD with investigating how to attract more international students.
- 2) Review department responses to Question 6 [“In what ways does the curriculum in your department, school, or program reflect the diversity of our society?”] written during five-year curriculum assessments and evaluate the effectiveness of the question in departmental reflection on how to best support diversity in the curriculum.
- 3) Support and co-sponsor diversity-related campus initiatives that could benefit from the support of standing committees of the faculty.
- 4) Further examine the CoD’s role in supporting the implementation of the new Diversity Strategic Plan.