

Faculty Committee on Diversity  
End of Year Report 2015-2016

I was assigned as Chair late in the fall 2015 and the Committee had not met in two years. It was unclear what the committee's responsibilities should be. I met with Kevin Modesto and Jamie Gates, who had served on the committee previously in order to gain some insight into the previous work done by the committee. I attempted to meet with Jeffrey Karr as Chief Diversity Officer, but was unable to do so until the end of the spring semester. I called the first meeting for November 10<sup>th</sup> 2015, and the committee began to discuss its charge and roll. We began by requesting and reviewing University data on student and faculty diversity, as well as diverse Faculty retention rates. Unfortunately, not much data on Faculty could be found. The committee agreed to pursue information regarding Faculty hiring practices that promote diversity. Very soon after, the Committee was given the task to work with OGS in order to review and approve all Faculty-Led Study Abroad trips and courses. This task then took up the majority of the committee's time and most subsequent meetings were dedicated to this. The committee created criteria for selecting and approving Faculty-led Courses abroad, reviewed proposals and made recommendations on these. Once the work was finished, the committee met in order to review and edit the guidelines for the selection process.

We met a total of 7 times from 1 to 2.5 hours. We also spent time reviewing proposals shared on google docs prior to meetings. Our meetings were held on:

11/10/15  
1/20/16  
2/12/16  
3/15/16  
3/29/16  
4/27/16  
6/8/16

Committee Members:

Senyo Adjibolosoo (2017, abstained from attending meetings)  
Walter Cho (2016)  
Sara Choung (2018)  
Craig Johnson (2016)  
Jae Kim (2016)  
Mark Mann (2018, assigned at the end of Fall, 2015)  
Jacque Mitchell (2017)

Next year the committee plans to review the charge, and make recommendations to the Faculty regarding the work on diversity. Clearly, the work with OGS impedes the committee's work on issues of diversity. The committee needs to dedicate its work specifically to its charge on issues of diversity.

Respectfully Submitted,

Jacqueline Mitchell  
Chair of Faculty Committee on Diversity