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THE UNIVERSITY OF MICHIGAN
Committee for an Inclusive University
September 24, 2018 10:00 – 11:00 AM
Fleming 4025

Present: S. Ahbel-Rappe, B. Alterman, J. Bapuraj, J. Beatty (chair), L. Cunningham, F. Gao, J. Moyer, T. Munson, M. Pereira da Costa, T. Pinder-Grover, A. Runyon, M. Sitar, H. Tonomura

Absent: L. Lyons, K. Marti, N. Sampson

10:00 Call to order/Approval of Agenda

10:03 Introductions and welcoming of new members

10:25 Reviewing the committee's 2018-19 charge – developing priorities and how to approach these projects.

The committee reviewed the general and specific charges for 2018-2019, listed below:

GENERAL CHARGE As the voice of faculty, the committee shall advise and consult on policy and procedure issues related to the broad range of University activities related to an Inclusive University. The committee's advice shall be sought and given in a timely manner so that the advice could affect the decision-making outcome.

SPECIFIC CHARGE 2018 – 2019

1. Collect and summarize information about unit expectations for the faculty implementation of DE&I goals and objectives
2. Explore and summarize findings on unit-level criteria used to evaluate faculty efforts for annual reviews and any other performance reviews that have implications for merit, tenure and/or promotion.
3. Make recommendations on criteria to reward model programs or unit-level best practices.

Regarding specific charge #1, it was noted that unit level expectations may be too granular. For example, LSA has 117 units and departments, so collecting and summarizing unit expectations would be too big a task.

It was noted that the Office of Diversity, Equity, & Inclusion (ODEI: <https://odei.umich.edu/about/>) has all the DE&I plans, which are supposed to be available after the Diversity Summit happens the week of October 8-12. Plans address 4 constituency groups: faculty, staff, graduate, and undergraduate students. Every DE&I plan needs to include teaching, and there are faculty liaisons for inclusive teaching. The ODEI office selects the liaisons.

Relating to teaching, committee members are curious about how to have difficult DE&I classroom discussions.

Students would be interested in knowing the admissions results of diversity efforts, such as minority enrollment and retention. Students want to hold faculty accountable to meeting diversity expectations; there are questions about faculty accountability – to whom are they accountable, and for what? There is a sense that retention is poor among minority and under-served populations.

It was suggested that the committee can collect communications and summary sheets of the diversity efforts on campus, to be a clearing house for information on such programs. For example, there are supports available from Raskham, CRLT, CEW+, and others. However it was also noted that students are frequently given resource sheets, and that they are not that useful; more active outreach is needed.

A committee member mentioned that it would be useful to review the qualitative responses to the climate survey to look for diversity and inclusion-themed comments.

The committee discussed whom to invite to future meetings. Suggestions were:

- Ellen Meader and Katrina Wade-Golden from ODEI
- Rob Sellars from ODEI
- Jennifer Linderman and Janet Malley from ADVANCE, in relation to faculty data on diversity, faculty climate, and expectations for faculty
- Tiffany Marra from CEW+, to share results from admissions and the Council for Non-Traditional Students
- SACUA, to report and discuss our projects

The last item for discussion was determining a chair for the committee. The suggestion was made to have co-chairs representing the constituencies of faculty, staff, and students. Some committee members expressed interest, but also had concerns about the time commitment. The co-chair roles have not yet been filled.

11:10 Adjournment

Respectfully submitted,
Joy E. Beatty