The Dean’s Advisory Council on Diversity and Inclusion (DACDI) Meeting

Wednesday, October 19, 2022

9AM to 10AM

Zoom

Present: Ignacio Acevedo-Polakovich, Michele Brock, Soma Chaudhuri, Steve Chermak, Phil DeOrtentiis, Stacy Dickert-Conlin, Noah Durst, Delia Fernandez-Jones, Jinny Han, Andrea Louie, Sandy Marquart-Pyatt (replaced by Erin Bunting), Josh Sapotichne, Carole Gibbs (ex officio member), Tom Douglas (support staff)

Absent: None

1. **DACDI Governance**

The meeting began with the approval of the meeting minutes from 9/21/22 and introductions to welcome new members.

1. **DEI in annual review and promotion policies**

Carole Gibbs provided an overview of DACDI members reports of the resources and processes used to integrate DEI into annual review and promotion policies, as well as challenges encountered in those processes and how those challenges were resolved. DACDI members have access to each unit representative's report on the DACDI Google Drive.

The Economics rep shared the unit policy and list of DEI opportunities, which uses language from an economics professional organization such that it is more familiar to their faculty and academic staff. She also described the process used to develop and refine the current policy. The difference between a DEI committee (co)Chair and a DEI administrative position (e.g., coordinator, director) was clarified.

DACDI members held further discussion of when various unit policy development processes transferred from the DEI committee to the RPT committee and the ways in which various unit policies hold faculty and academic staff accountable for failing to meet DEI expectations. Carole Gibbs clarified the College recommendation, which is that faculty and academic staff must meet DEI expectations in every category (i.e., research, teaching, and outreach and service) to be considered exceeding overall. Some units have created more stringent standards (e.g., those who fail to meet DEI expectations for two years will not receive a raise). Concerns with balancing the need to provide baseline opportunities to meet DEI expectations with ensuring that we address critical DEI issues was also discussed. Carole Gibbs suggested considering how faculty and academic staff might create and document a growth trajectory in DEI efforts for subsequent reviews as policies are refined over time.

DACDI members reported that this conversation was quite useful and were interested in continuing to learn about other unit policies and processes through the meetings and the creation of a repository of unit policies and related documents.

1. **Matters arising**

Carole Gibbs shared that the Distinguished Scholar position has been posted and Chair and Directors are encouraged to advertise it and share it with their networks, as well as specific scholars who fit the program criteria and may be interested in coming to MSU. Applications will be reviewed on a rolling basis. She will have additional updates on College DEI matters after the DEI strategic planning retreat on Oct 26, 2022.

1. **Next steps**

DACDI members suggested continuing the discussion of DEI in RPT and annual review policies at the next meeting. There was also interest in having a conversation about the impact President Stanleys’s dismissal and departure will have on efforts to advance DEI at MSU.