

The Dean's Advisory Council on Diversity and Inclusion (DACDI)  
11/16/22, 9AM to 10AM

DACDI Members: Ignacio Acevedo-Polakovich, Michele Brock, Soma Chaudhuri, Steve Chermak, Phil DeOrtentiis, Stacy Dickert-Conlin, Noah Durst, Jinny Han, Andrea Louie, Josh Sapotichne, Erin Bunting, Taylor Hughes-Barrow

Absent: Delia Fernandez-Jones

College Administrative Support: Carole Gibbs (Acting Associate Dean of Diversity, Equity, and Inclusion) and Tom Douglas (office coordinator)

**1. DACDI Governance**

The meeting began with the approval of the meeting minutes from 9/21/22 and a welcome to the new student member.

**2. Strategic planning**

The overall feedback from the retreat was positive. Participants enjoyed a hands-on process of DEI work, and look forward to more opportunities for this type of engagement. Climate assessment focus groups are being conducted by Strategic Diversity Initiatives (SDI), our external consultants. There is a high likelihood that there will be an additional in person event to garner further input and participation from the College community on the ongoing planning process. A DACDI member emphasized the importance of follow up communication from the event.

**3. Dean's DEI Fellows data collection on DEI initiatives**

Carole Gibbs introduced the DEI data collection from the Dean's DEI Fellows and asked the group how they felt about the initial scope and if the goals were clear. DACDI Members asked about the extent of the inventory and whether the initiatives should be categorized (e.g., teaching, service, research). One suggestion was to provide the Fellows with unit DEI strategic plans to develop categories. However, only one unit had such a plan. In addition, Carole Gibbs agreed to further clarify the scope of the request in that the Fellows will ask for unit-level DEI initiatives, not individual contributions to DEI. This information will be compiled via google forms and made available on the DEI section of the College website. There will also be an effort to update this information. Moving forward, the College will consider supporting events to further facilitate ongoing conversations around thematic areas.

The conversation shifted to how to garner more DEI efforts in the College with funding, internal and external. One DACDI member suggested that a Creating Inclusive Excellence Grants (CIEG) could increase participation. Others asked whether there is a plan for College funding.

**4. Distinguished Scholars Program**

In response to a general job posting, 17 applications have been submitted. Carl Davidson, the Associate Dean for Faculty Affairs and Carole Gibbs, the Acting Associate Dean for

Diversity, Equity, and Inclusion serve as the screening committee to evaluate candidates suitability for joining MSU as Full Professors. The viable candidates are then sent to a College committee for review. Carole Gibbs asked committee members to encourage people in their units to spread the word and post the job since we are still very early in the process. Candidates can be solicited through the networks of individuals in units.

Applications are reviewed on a rolling basis. A committee member noted that the closing date on the (2024) is incorrect. DACDI will receive updates during the process, but the main communication regarding this process is going through Chairs and Directors

**5. Updates on DEI in annual review and promotion policies**

tabled till next meeting

**6. Implications of leadership change for DEI**

tabled till next meeting

**7. Next semester's meeting schedule**

The next meeting is Wednesday, January in person at 9am.

The remaining AY22/23 meetings will be 3rd Wednesday of each month from 9AM-10AM on Zoom.

**8. New business**