

The Dean's Advisory Council on Diversity and Inclusion (DACDI)
3/15/23, 9AM to 10AM

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

Absent: Mahl-Geum Choi, Ignacio Acevedo-Polakovich

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

1. Approve the meeting minutes from 1/25/23

The meeting minutes from January were approved.

2. DEI Awards

The DEI Awards Subcommittee (Jinny Han, Stacy Dickert-Conlin, Phil DeOrtentiis, and Erin Bunting) briefed the rest to the committee on the application scoring and rationale for the faculty and student awards. Moving forward, they discussed that it would be helpful to develop more specific rubric language as it pertains to the scope and impact of applicant contributions to DEI.

3. National Center for Faculty Development and Diversity, program nominations review process

Carole Gibbs briefed the group on the National Center for Faculty Development and Diversity programs. She shared that the Provost will sponsor 10 tenure-system and 3 non-tenure system faculty to participate in the Faculty Success Program. In addition to the Provost's office, the College will sponsor an additional 6 individuals for the Faculty Success Program and 3 for Pathfinders Program. Once the Provost's office determines who they will sponsor, the subcommittee will review remaining applicants for College sponsorship. The individuals on the subcommittee are Soma Chaudhuri, Jinny Han, Steve Chermak, Erin Bunting, and Phil DeOrtentiis.

4. College updates

a. DEI Strategic plan draft

The DEI Plan draft has been distributed to faculty and staff for feedback. For student feedback, the Dean's office will work through student advisory groups.

b. Dean's DEI Fellows data collection on DEI initiatives

The data collection from the Dean's DEI Fellows has been completed and the initiatives categorized. The information will be distributed to highlight the work that is being done in a way that is consistent with a more general DEI communications plan.

c. Distinguished Scholars Program

The College RPT committee is reviewing candidates.

5. Bylaws

a. Composition: One faculty member from each academic unit, one undergraduate student, one graduate student

The group began discussing the makeup of the committee, the main point of discussion was if support staff should be represented on the committee, and if so

how would they be involved. One idea was to open a spot for support staff to serve on the committee. Another suggestion was to consult on relevant issues with the Dean's Support Staff Advisory Committee. The group agreed to continue this conversation at the next committee meeting.

- b. Terms: The term of office for members of College standing committees shall be three years, beginning on the first of the following September. On each standing committee and council, the terms of faculty members will be staggered so that approximately one-third of the members are elected each year to provide continuity. No representative may serve consecutively for more than two terms.**

The group decided that they will vote electronically on how terms will be handled. The options are: 1) to rotate off the committee at the end of this AY; 2) to rotate off the committee at the end of AY23-24; or 3) to rotate off the committee at the end of AY24-25.

- c. Charge: The committee reviews policies and procedures addressing diversity, equity and inclusion and makes recommendations to the Dean, the Associate Dean for Diversity, Equity and Inclusion, and the College about these matters.**

In addition to what is listed above, a suggestion was made to include the discussion and sharing of DEI policies across units.