

The Dean's Advisory Council on Diversity and Inclusion
(DACDI) 10/2/23, 3-4:30PM

Present: Ignacio Acevedo, Ana Bracic, Michele Brock, Erin Bunting, Phil DeOrtentiis, Stacy Dickert-Conlin, Noah Durst, Jinny Han, Karen Holt, Taylor Hughes-Barrow, Andrea Louie, Hayjin Park

Absent: Delia Fernandez-Jones

College Administrative Support: Nwando Achebe (Associate Dean of Diversity, Equity, and Inclusion), Veda Hawkins (Interim Assistant Dean) and Victoria Pierce (DEI Office Manager)

Notes/Agenda:

1. Welcome

A. Called to order 3:01

2. Introductions

A. The committee members introduced themselves. As part of the DEI strategic plan, the committee will be supporting minority and women owned businesses. This is through putting together a businesses list for the greater Lansing area to be shared with the committee and purchasing products from these vendors whenever possible.

3. Approval of Minutes

A. The committee approved the minutes from April with the below correction. Correction: adding that Noah and Erin are going to draft procedures document to review with the committee.

4. Selecting a Chair

- A. The Committee needs to select a chair. The committee discussed self-nomination versus nomination of others. Stacy was nominated by peers and accepted the nomination as chair. The committee voted and all approved.
- B. Voting on whether committee is exempt from 3.4.5.1.2. "Allowing designees to serve in the stead of an absent voting committee member." This clause would say whether to allow a designee if a member could not attend a meeting. The committee discussed who a suitable replacement would be. Committee discussed ADA accommodations regarding attendance. The committee agreed that ADA accommodations supersede attendance issues. An approving vote means allows designee, no means no designee. Approved by all, allowing designee.

5. Schedule for Meetings

- A. Modality – The college is moving towards all meetings in person, committee to discuss whether we want to continue this mode.
- a. Committee encourages in person attendance but will continue to have a Zoom option as needed.
- B. Schedule – Nwando wants to schedule the meeting on a reoccurring meeting

schedule to make scheduling easier and more consistent.

- a. Mondays are favored by the committee. Monthly is favored. 2:30-3:30PM. Second week of the month. Start February, hold December meeting. March meeting is during Ramadan, will need to discuss food or no food, whether to hold the meeting.

6. Associate Dean Updates

A. Dean's Research Associate Program (DRAP)

The Dean's Office just announced another cohort. Deadline is October 18th for the DEI plan from the units. Program will be searching every two years.

Cohort of 3-4 research associates. [Dean's Research Associates \(Postdoc\) Program | College of Social Science | Michigan State University \(msu.edu\)](#)

B. Dean's Distinguished Senior Scholar Program (DDSSP)

The Dean's Office just announced that they are searching for 2 candidates. Dr. Achebe encourages the committee members to reach out to their colleagues or anyone interested. Advertisement is already out, chairs are aware. Review of applicants will begin October 31. Potential start date Fall 2024. This is a flexible search. Committee discussed recruitment versus retention. [Dean's Distinguished Senior Scholars Program | College of Social Science | Michigan State University \(msu.edu\)](#)

C. DEI Small Grants Program

Information will be on the website. Faculty, Staff and Grad Students, up to \$5000, up to 5 in each category. DEI innovations, DEI dissertation completion and work. For the next 5 years, preference will be given to alignment to the DEI strategic plan. Deadline is Dec 15. [The Dean's Diversity, Equity, and Inclusion Small Grant Program | College of Social Science | Michigan State University \(msu.edu\)](#)

D. DEI Fellows Program

The program is for faculty members to learn about DEI leadership, the second cohort announced. Deadline Nov 15. The program is for 3 appointed faculty members: 2 tenure stream 1 fixed term. Charge is to help Associate Dean implement DEI Strategic plan. Appointed for up to two years. [The Dean's Diversity, Equity, and Inclusion Fellows Program | College of Social Science | Michigan State University \(msu.edu\)](#)

E. Office of Diversity, Equity, and Inclusive Affairs (ODEIA)

Office announced, working on securing office space. Veda Hawkins is transitioning to 75% in the office. Nwando Achebe as the Associate Dean. Victoria Pierce is the office manager.

F. DEI Strategic Plan Implementation Process (5-year process)

DEI Fellows will be integral into this implementation process. Will also be having an implementation committee (8-10) and figure out how best to implement. Short term, medium-term, long-term plans. [Diversity, Equity, and Inclusion Strategic Planning | College of Social Science | Michigan State University \(msu.edu\)](#)

7. Adjournment – 4:17PM.