

The Dean's Advisory Council on Diversity and Inclusion (DACDI)  
1/25/23, 9AM to 10AM

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

Absent: Steve Chermak

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

**1. Approve the meeting minutes from 11/16/22**

The meeting began with the approval of the minutes from 11/16/22.

**2. College updates**

**a. Strategic planning**

As discussed in previous meetings, the college is continuing their DEI Strategic Planning process. The next phase is an in-person half day retreat where members of the working group and stakeholder group have been invited to draft goal areas and objectives. Following the retreat, during the month of February, there will be 4 coffee hours held inviting the entire college to hear about the draft plan and give their insight as well. Lastly the Dean's office presented the idea of holding a meeting with each of the units during the month of March to continue to gather feedback as the Strategic Plan plan takes its final form.

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

The DEI Fellows data collection was introduced by Carole Gibbs in last month's meeting, the form has since been distributed and units began to respond. The form has since been updated to allow for more than three initiatives. Although the official deadline has passed, Carole Gibbs urged those who have yet to submit to do so.

**c. Distinguished Scholars Program**

The Discharged Scholars program search committee has reviewed 2 candidates from Economics and the Dean granted permission to invite them to interview in the coming weeks. As mentioned previously, applications are reviewed on a rolling basis so please continue to encourage individuals qualified to come in as Full Professors to apply. A question was raised regarding how we define diversity, as this position was created to enhance the College's diversity. Carole Gibbs clarified that the University defines diversity very broadly; however, we only have data on compositional diversity by race and sex - the university is working on updates regarding gender identity. Although the goal of this program is to increase the proportion of underrepresented faculty, as measured by available data, we review and consider all applicants.

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

Tabled till next meeting

**4. DEI Awards subcommittee**

The deadlines for DEI awards are approaching, in order to handle the selection process efficiently, Carole Gibss suggested that there should be a subcommittee to review the nominees and make recommendations to the committee. The group agreed and Phil DeOrtentiis, Erin Bunting, Jinny Han, and Stacy Dickert-Conlin volunteered to be on the review subcommittee.

**5. Bylaws/DACDI composition**

As we enter into the second semester, it is time to revisit a suggestion from the group to make a recommendation regarding the composition of DACDI. Currently there is one faculty representative from each unit (defined to include tenure-system and fixed-term faculty and academic staff), a graduate student, and undergraduate student, with the Associate Dean for DEI serving as an ex-officio member. The committee does not have support staff representation. The group was interested in further discussion of this issue at the next meeting.

**6. New business**

Meeting adjourned 10:07am