

# Faculty Senate ad hoc DEI Committee

Report to the Faculty Senate

A Evan Eyler on behalf of the Faculty Senate ad hoc  
DEI Committee  
April 25, 2022

# Faculty Senate ad hoc DEI Committee

- ▶ Academic year 2021-22
- ▶ Faculty of Color Retention Efforts Faculty Senate Resolution, 2/1/21
- ▶ “FS recommends the creation of a Faculty Affairs or DEI Subcommittee to specifically address faculty concerns.”
- ▶ Ad hoc committee created to formulate recommendations regarding membership and scope of such a committee.

# Members

- ▶ Luben Dimov, RESNR, Forest Ecology
- ▶ Evan Eyler, LCOM; Vice President, Faculty Senate
- ▶ Kyle Ikeda, CAS, Asian Languages and Literatures
- ▶ Lynn Schimoler, CAS, Theatre and Dance
- ▶ Sara Solnick, CAS, Economics
- ▶ Laura Webb, CAS, Geology

# Ad hoc Committee Process Steps

- ▶ Review of the existing DEI related policy development structures at UVM.
- ▶ Consultation with Amer Ahmed, Sherwood Smith, Alex Yin, others.
- ▶ Liaison with the standing Faculty Senate committees regarding DEI-related projects or concerns.
- ▶ Review of the Campus Climate Survey (just prior to launch)
- ▶ Policy Review and Policy Development

# Ad hoc DEI Committee Conclusions-1

- ▶ Extensive DEI-related activities at UVM, but the concerns of faculty are not always included.
  - ▶ Requested Faculty Senate membership on the University Diversity Council
  - ▶ Faculty Senate DEI committee >> meet at Allen House
- ▶ Significant potential for a Faculty Senate DEI committee to support the other standing committees re: DEI concerns.
  - ▶ RSCA: Decolonizing Research
  - ▶ FPPC: Economic structure, recruiting of a diverse faculty
- ▶ Substantial role for additional faculty input into the processes used in promoting equity and inclusion.
  - ▶ Campus Climate Survey: identifiers and logical flow.

# Ad hoc DEI Committee Conclusions-2

- ▶ Substantial role for DEI-focused faculty **review** of UVM **policies**
  - ▶ Review of UVM policies regarding names/gender identity
- ▶ Crucial role in **policy development**
  - ▶ Faculty Senate resolution regarding race/racism/CR theory
  - ▶ Inclusion of other protections in teaching and scholarship
  - ▶ Academic Freedom
- ▶ Support for **DEI-related initiatives**
  - ▶ HHMI grant application re: DEI in STEM
- ▶ **Liaison with other DEI faculty groups**
  - ▶ Support of initiatives, foster inclusion, keep FS focused

# Recommendations-1

- ▶ A Faculty Senate DEI-focused presence is needed, both within the Faculty Senate and within the University on behalf of the Faculty Senate (and faculty generally).
- ▶ Therefore - A Faculty Senate Standing Committee should be developed to address DEI concerns within and on behalf of the UVM faculty.
- ▶ This should include Faculty Senate access to the DEI-related structures already in place or being developed within the University, eg:
  - ▶ Faculty Senator on University Diversity Council
  - ▶ Faculty Senate representation in structures developed by UDC or office of Vice Provost for DEI

## Recommendations-2

- ▶ Faculty Senate DEI Committee (Standing Committee):
- ▶ One member from each of the other Standing Committees of the Faculty Senate (6 members, 7 with Gen Ed) plus 3 members chosen from the Faculty Senate and its committees.
- ▶ Meet in the Allen House dedicated DEI-related space, in order to promote inter-group interaction.
- ▶ Report to the Faculty Senate.

# Recommendations-3

- ▶ Liaison with/support for the other Faculty Senate Committees regarding DEI concerns
- ▶ Liaison with faculty groups representing BiPOC faculty, LGBTQ+ faculty, and the Faculty Women's Caucus in order to facilitate bringing concerns to the Faculty Senate.
- ▶ Liaison with Faculty Senate and University leadership regarding faculty concerns.
- ▶ Review of Campus Climate Survey and other data, recommend policy and procedure updates.
- ▶ Review of UVM policies, policy recommendations that are referred to the Faculty Senate or its leadership.
- ▶ Policy development initiatives and support.
- ▶ Proposal re: next steps in May.

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Thank you.