



FACULTY SENATE

Research, Scholarship & the Creative Arts Committee
January 9, 2020
427a Waterman 12:30-2:00

Present: Brandon Bensel (Postdoctoral Association), Vicki Brennan (CAS), Mary Cushman (LCOM), Prudence Doherty (LIB), Katie Gough (CAS), Erik Monsen (GSB), Dimitry Kremontsov (CNHS), Daniel Weiss (LCOM).

Absent: Nick Adler (GSS), Kelly Mancini Becker (CESS), Thomas Chittenden (Faculty Senate President), Rachelle Gould (RSENR), Britt Holmén (CEMS), Steve Keller (CALC), Stephanie Wooby (SGA), Vacant (CAS, Fine Arts Rep).

Guests: Ann Kroll Lerner

Chair Cushman called the meeting to order at 12:30 pm in 427a Waterman.

1. **Approval of the Minutes.** The minutes of November 2019 were approved as written.
2. **FOUR Update, Ann Kroll Lerner.**

FOUR Update January 2020

1. Interim Undergraduate Research Coordinator will start January 16, 2020.
2. SRC 16 April 2020
 - Last year 400+ presentations, 500 + students. They are not trying to repeat this!
 - Invited Sessions
 - **Looking for willing faculty to host these.**
 - Last year – Seven Judged sessions (RSCA suggestion)
 - Outside judges were difficult to come by and ultimately unclear what impact for either side.
3. Undergraduate Funding season kicks off
 - DUE DATES: Could use more faculty reviewers.
 - Surf March 6th
 - Simon April 1stFe

4. Fellowship Highlights: Continue to rely on faculty to review for particular fellowships, but more generally to send exceptional students our way.
- *Fellowship students had to turn down*
 - We left <\$30,000 on the table for lack of matching money to help students afford to take awards.

The RSCA committee will ideas to the FOUR Office on the topics and volunteers for the SRC.

The RSCA would like more data around the different awards and the SURF award to help promote it more across campus. Ann will get this data and present it at a future RSCA meeting.

The FOUR program is looking to hire a full-time director. The RSCA fully supports this effort and voted to approve making a formal statement once the proposal is complete. Ann will draft a letter and work with Mary to get it to the RSCA for review. Once it is finalized the RSCA will vote and move it forward in an appropriate manor.

3. **Diversity, Equity and Inclusion Across UVM Advisory and Governance Boards.** The committee was asked to look at this topic.

Faculty Senate Diversity, Equity, and Inclusion Committees

Below are examples of faculty senate committees at other institutions that deal with diversity, inclusion, and equity issues. Included were easily available are links to their web page, a charge, and a recent annual report. Please note that the committees listed below have different missions and that many faculty senates do not have such a committee at all. In general, there is considerable variation in how faculty senates are structured.

U Mass Amherst

Status of Diversity Council

Charge - The Status of Diversity Council shall make recommendations on all matters affecting the status of diverse populations and underrepresented communities on the campus, including such matters as faculty, librarian and staff recruitment, retention, promotion and salaries, the recruitment, admission and retention of undergraduate and graduate minority students, granting of financial aid, and the development of programs to reflect the needs of our diverse community.

<https://www.umass.edu/senate/sodc>

2016/2017 Annual Report -

<https://www.umass.edu/senate/sites/default/files/SODC%20Annual%20Report%20AY%202016-2017.pdf>

University of Nevada, Reno

Charge - 2019/2020 and standing

<https://nevada.app.box.com/s/ed09dl05ivridarnw0nb4bzvn0rsn4e2/file/458420590153>

2017/2018 Annual Report

<https://nevada.app.box.com/s/ed09dl05ivridarnw0nb4bzvn0rsn4e2/file/290975670608>

Temple University

Committee on Faculty Disabilities Concerns

<http://www.temple.edu/Senate/committees/FacultySenateTempleUniversity.htm>

Committee on the Status of Faculty of Color

<http://www.temple.edu/Senate/committees/status-of-faculty-of-color.html>

Faculty Senate Status of Women Committee

<http://www.temple.edu/Senate/committees/status-of-women.html>

Virginia Commonwealth University

Diversity and Inclusive Excellence Committee

(i) to communicate with the various entities and offices associated with diversity and inclusive excellence; (ii) to discuss and explore any questions/issues concerning diversity and inclusion in the VCU Community.

West Virginia University

Inclusion and Diversity Committee

<https://facultysenate.wvu.edu/committees/inclusion-and-diversity-committee>

The Faculty Senate Inclusion and Diversity Committee (IDC) is charged with undertaking the following set of actions:

- Assess and issue a university wide report on the campus culture of inclusion, equity, and diversity to be carried out according to best practices but not less than every five years;
- Provide material, curricular support, and guidance, including an online toolkit, for faculty teaching and service related to diversity, equity, and inclusion;
- Establish and hold ongoing conversations with key units and stakeholders including but not limited to the Division of Diversity, Equity, and Inclusion, the office of Equal Opportunity and Affirmative Action, the Center for Excellence in Disabilities, the Center for Black Culture and Research, the ADVANCE program, the LGBTQ+ Center, the Office of Multicultural Affairs and external community leaders and stakeholder groups that work to further social justice and inclusion in West Virginia;
- Evaluate periodically national trends and report on best practices related to diversity and inclusion, and make recommendations to appropriate University bodies including the Office of the Provost, the Teaching and Learning Commons, and other Centers, Colleges, Schools and programs affiliated with the University;

- Report on systems and mechanism that provide support to faculty who engage in research and scholarship on issues related to social status including but not limited to race, ethnicity, income, gender, sexuality, and religion;
- Address in a timely fashion other issues pertinent to the charge of the committee.

Tulane University

Equal Opportunity and Institutional Equity Committee

<https://senate.tulane.edu/node/2432>

Advisory: To advise the Senate on the development and implementation of policies, procedures and practices pertaining to: a) recruiting and retaining a more diverse faculty, staff and student body; b) enhancing the implementation of diversity policies; c) improving the climate for under-represented faculty, staff and students. d) In fulfilling its advisory functions, the Committee is expected to work closely with the Office of Institutional Equity and other responsible parties with roles in improving affirmative action, institutional equity, and diversity at the University.

University of North Dakota

Equity and Diversity Committee

Committee responsibilities:

1. Review, revise, and propose policies to ensure that rights and considerations of diverse groups or faculty are included in NDSU policy, practices, and procedures.
2. In particular, the committee will explore and identify ways that NDSU can be more inclusive for diverse faculty including women, people of color, LGBTQ (lesbian, gay, bisexual, transgender, and/or queer) people.

Iowa State University

Equity, Inclusion, and Diversity Committee

<https://www-facsen.sws.iastate.edu/councils/facultydevelopment/equity--diversity-and-inclusions-commitee>

Committee Charge: Reviews Senate initiatives to assess their probable impact upon equity, diversity, and inclusion, plays an advocacy role for its constituencies, and initiates proposals.

2018/2019 Annual Report - <https://www-facsen.sws.iastate.edu/sites/default/files/uploads/FDAR%20Council/2018-19%20EDI%20Annual%20Report.pdf>

University of Pennsylvania

Committee on Faculty Development, Diversity, and Equity

<https://provost.upenn.edu/senate/scfdde>

The Senate Committee on Faculty Development, Diversity, and Equity ("SCFDDE") (i) identifies and promotes best practices for faculty development, mentoring and work environment to facilitate faculty success at all career levels; (ii) evaluates and advocates processes for faculty recruitment, promotion, and retention that promote diversity equity, and work/life balance for the faculty; (iii) monitors the status of faculty development, mentoring, diversity and equity; and (iv) issues periodic reports on the activities and findings of the committee that makes recommendations for implementation.

Specific Charges, 2019-2020

1. Identify how schools, departments and centers are delivering implicit bias training programs to their faculties; propose supplemental methods.
2. Identify ways to improve community building amongst postdocs at Penn and recruitment from peer diversity postdoc programs, as a means of enhancing diversity and inclusion efforts on campus.
3. Identify new and ongoing opportunities at the university and school levels for faculty professional development.

University of California, Berkeley

Diversity, Equity, and Campus Climate (DECC)

<https://academic-senate.berkeley.edu/committees/decc>

Reports to the Division annually on the progress of the campus in achieving equality of opportunity and a supportive campus climate for underrepresented and otherwise excluded groups.

2018/2019 Annual Report - https://academic-senate.berkeley.edu/sites/default/files/decc_annual_report_2018-2019_approved.pdf

The committee discussed these issues and suggested that Wanda Heading-Grant be a guest at a spring RSCA meeting to discuss if these efforts are already happening on campus. Mary will continue to work on this topic and update the committee at a future RSCA meeting.

4. **Elsevier Update.** Dean Geffert presented to the full Faculty Senate at the December meeting, he has also presented at a LCOM faculty meeting. He will continue to present across campus and as the process continues will be asked to come back to the RSCA with any updates.

The meeting adjourned at 2:00 pm.

The next meeting of the RSCA will be Feb 13, 2020.