

CHARTER COMMITTEE ANNUAL REPORT TO THE SHARED GOVERNANCE COUNCIL

Committee: Charter Committee on Diversity

Report Year: 2015-2016

Committee Chair(s)	Michael Hill, Faculty Co-Chair Jose Jimenez, Staff Co-Chair
Committee Members	<p><u>Faculty</u> Joel Kline, UI Health Care Leonard Sandler, College of Law Michael Hill, English Mériam Belli, History</p> <p><u>Staff</u> Sauvik Goswami, Admissions Jose Jimenez, Research Information Systems Leo Agnew, Library Administration Todd Weisenberger, ITS Enterprise Services</p> <p><u>Student</u> Kimberly Chexnayder Clara Keum Noopur Inani Mousa Abo Issa</p> <p><u>Advisory</u> Diana Leventry, Human Resources (Designee) Ann Ricketts, Vice President for Research (Designee) Jamie Jorgensen, General Counsel (Designee) Sarah Hansen, Vice President for Student Life (Designee) Georgina Dodge, Chief Diversity Office</p>
Committee Charge	<p>The Charter Committee on Diversity shall be governed by the terms of the General Charter. In addition, the Committee shall:</p> <ul style="list-style-type: none"> • Advise on the formulation, review, and application of policies and guidelines that promote and support the full contributions of all of the University's diverse faculty, staff, and students. • Consider and recommend actions that will help support and fulfill diversity-related commitments made by the University under the University of Iowa Strategic Plan and other University programs, plans, and policies. • Provide a forum to which faculty, staff, and students may refer questions and recommendations concerning University diversity-related policies and procedures.
Current Year Meeting Dates	October 23 rd , November 13 th , December 18 th , February 3 rd , March 23 rd , April 13 th

<p>Please indicate the typical frequency of meetings (e.g., first Tuesday of month at 4 pm). If there are subcommittees, please indicate the frequency of those meetings, too.</p>	<p>Monthly</p>
<p>Current Year Activities</p>	<ul style="list-style-type: none"> • Discussed topics at the request of committee members including <ul style="list-style-type: none"> ◦ ESL testing for graduate students ◦ Transgender Bathroom labeling ◦ Student Disability Services changes for test proctoring • Researched the dashboards that universities used to present data related to diversity • Identified current data sources related to diversity at UI (e.g. the Provost Data Digest) and explored better tools for accessing those datasets • Deliberated on how to prioritize UI diversity issues
<p>Topics your committee anticipates addressing during the coming year</p>	<ul style="list-style-type: none"> • Promoting data driven decision-making about diversity • Engaging UI stakeholders to identify the committee's priorities • Disaggregating our approach to diversity • Pursuing complex campus climate information • Linking committee actions to the committee's charge
<p>Other issues of concern</p>	<p>The committee exists to hear from faculty, staff, and students vis-a-vis UI's diversity policies and procedures. Right now, our membership does not uniformly circulate among those constituencies. As members are selected for the committee, attention should be paid to how they give the committee access to all spheres and all constituencies of campus.</p> <p>The committee needs a formal channel for communicating its concerns, insights, and recommendations to diversity decision-makers. Specifically, its status in relation to the university administration should be clarified.</p> <p>The division of labor in the UI diversity framework needs greater transparency. Right now, the hierarchy of responsibility is diffuse, and as a result, committees like this one toil in too much uncertainty. If the exact function of these committees could be connected to a precise overarching design, then the group's efficiency and morale would improve.</p>
<p>What should we tell applicants for this committee regarding expectations of members (anticipated workload, existence of subcommittees, etc.)?</p>	<p>Monthly meetings lasting an hour. Committee members are asked to review materials prior to meetings and bring items for discussion. No sub-committees exist.</p> <p>Next year we may form sub-committees composed of pairs of members to visit with existing groups or units across campus to help bring relevant issues to the Committee.</p>

<p>The Faculty Senate Office collects agendas and minutes from the charter committees to send to the university archives. Please let us know the best way to get that information from you (e.g., direct us to a website, put us on the committee's distribution list, etc.).</p>	
<p><i>Recommendations, if any, to the shared governance groups.</i></p>	<p>Invite Diversity Committee members to meetings where issues related to diversity are on the agenda</p> <p>Keep the committee apprised as diversity issues arise in shared governance groups</p> <p>Perceive diversity as an integral aspect of UI's pursuit of competitive advantage in the higher education marketplace</p>