

CHARTER COMMITTEE ANNUAL REPORT TO THE SHARED GOVERNANCE COUNCIL

Committee: Committee on Diversity Charter Committee

Report Year: 2017-2018

Committee Chair(s)	Sarah Bruch, Assistant Professor, Department of Sociology Angie Lamb, Specialist, Student Success Initiatives, University College
Committee Members	Faculty Sarah Bruch Amy Chastain Maurine Neiman Damani Phillips Staff Sarah Andrews Carly Armour Marc Doobay Angie Lamb Students Alexander Bare Natalie Brown Mia Qu Winnie Uluocha Administrative Liaisons Jamie Jorgensen Teresa Kulper Ann Ricketts Teri Schnelle President (Designee) Lena Hill
Committee Charge	<p>Charge. The Charter Committee on Diversity shall be governed by the terms of the General Charter with membership confirmed by the Chief Diversity Officer. In addition, the Committee shall:</p> <ol style="list-style-type: none">1. 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.2. 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.3. 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	<p>October 9, 2017 February 26, 2018</p> <p>October 30, 2017 March 27, 2018</p> <p>November 28, 2017 April 25, 2018</p> <p>January 26, 2018 May 10, 2018</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>Meetings were typically scheduled on a monthly basis. In order to accommodate as many schedules as possible, we purposefully did not schedule meetings for the same day or time each month.</p> <p>Ad hoc subcommittees met once or twice and also communicated via email correspondence.</p>
Current Year Activities	<p>This year the committee focused on assessing campus climate from the key stakeholders at the UI (faculty, staff, graduate students, undergraduate students, and professional students).</p> <p>The committee worked with the CDO and the Provost's Office to create and administer a new faculty and staff survey on diversity, equity, and inclusion. The survey took place January 18 – February 28.</p> <p>The committee also worked with the Office of Assessment to include additional DEI items on the undergraduate and graduate SERU surveys, which were administered March - May 2018.</p> <p>In addition to the survey-based assessment of campus climate, the committee organized and facilitated strategic listening sessions for faculty and staff to gain greater insight into the experiences of faculty and staff, and to gather ideas for how the UI could do better in regards to enhancing diversity, equity, and inclusion on campus.</p> <p>The committee then worked on developing a plan for disseminating survey and listening session results, which will be available in Fall 2018.</p> <p>Subcommittees also partnered with Sarah to help finalize a student climate report that utilizes past and current Student Experience in the Research University (SERU) data. This report will also be released in Fall 2018.</p> <p>Other activities included opening a committee email account, improving communication channels for faculty, staff, and students to submit feedback and ideas to the committee, and discussing possible projects for future committees to work on.</p>
Topics your committee anticipates addressing during the coming year	Continued work on 2017-18 projects; other projects tbd.
Other issues of concern	none

What should we tell applicants for this committee regarding expectations of members (anticipated workload, existence of subcommittees, etc.)?	<p>Members should expect to attend meetings that meet for approximately one hour each month. Subcommittee work, which is not required of committee members, could potentially account for a few hours of work each semester, depending on the committee's current projects. Committee members may also periodically be asked to research information for special projects or reports.</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>Agendas and minutes exist for most committee meetings. The best way to access this information is to contact angela-lamb@uiowa.edu.</p>
Recommendations, if any, to the shared governance groups.	<p>None</p>