

Community and Diversity Committee's 2014-15 Annual Report

April 24, 2015

The committee met seven times this academic year and has consistently invited and been actively engaged with leadership who are not members of the committee but whose work or governance committee's work intersects with that of the Community and Diversity. The committee members are:

Rumay Alexander, Dominique Bull, Thomas Gooding, Jayne Grandes, Christi Hurt, Rudolph Jones, Fabian Monrose, Geetha Vaidyanathan, Lucila Vargas, Carla White, Wei You

Regular attendees of related work or governance committees were:

- The Carolina Women's Center
- Committee on Fixed-Term faculty
- The Carolina Latina/o Collaborative
- Office of Diversity and Multicultural Affairs
- Carolina Indian Center
- The LGBTQ Center
- The Faculty Grievance Committee
- The Committee on the Status of Women
- The Stone Center
- EEOC/ADA
- Faculty Welfare Committee

Reports were received from:

- Targeted Hire Program
- Office of Diversity and Inclusion
- Ombudsman's Office
- Academic Personnel

Several themes emerged throughout the year including but not limited to:

- The continued need for disaggregated data
- Holding people accountable is not occurring due to the fear of making mistakes
- Lack of appropriate faculty development
- Lack of understanding about what is meant by diversity, mentoring vs. coaching, disadvantaged
- Inability of faculty to discuss the undiscussables so conversations are avoided all together. In other words, we as a community do not know how to talk to each other or how not talk to each other. Many do not know how to advocate for themselves.
- Climate-Benefit and Attitudes
- Access and support for research money

- Respect of scholarship and pedagogy (titles, tenure and promotion, faculty retention)
- Limitations and misuse of de-centralization (lack of clarity and transparency)
- Adjunct professor data and needs
- Management of perception-limitation of data sets beforehand should be provided when data is being presented to eliminate suspicion.
- Infrastructure-perhaps our current structures are not serving us well.
- Overlap of committee work and issues- how to be more efficient
- Grievances come about because of lack of clarity
- Burden of representation on search committees and the consequences for those who legitimize that committees are diverse
- Definition of diversity is too narrow and because this is so, diversity on committees is not always acknowledged
- Gender inequities in pay for faculty

These emerging themes have provided valuable information for setting goals and outlining future work most notably the development of a faculty diversity plan which is now being crafted. The goal of such a plan is to provide a beginning framework for enhancing Carolina's academic excellence through attracting, engaging, and recruiting a robust and diverse faculty, providing and coordinating faculty development that support underrepresented faculty and enhance campus climate, reviewing and addressing gaps in policy that support faculty from diverse backgrounds ,fostering an inclusive campus climate leveraging and building the faculty pipeline and other resources that lead to greater faculty diversity, and engaging in assessment and research aimed at providing direction and insight into faculty diversity.

The committee anticipates presenting a robust and fully developed plan in academic year 2015-2016.

**WATCH FOR THE UNIVERSITY'S FIRST EVER FACULTY DIVERSITY PLAN IN
THE COMING ACADEMIC YEAR!**

Respectfully Submitted By Title to Faculty Governance,
G. Rumay Alexander, EdD, MSN, BSN, FAAN-Chairperson