

2017-2018 Community and Diversity Committee Annual Report

Membership: Rumay Alexander (Nursing), Leisha DeHart-Davis (Government), Sherick Hughes (Education), Enrique Neblett (Psychology and Neuroscience) and Carla White (Pharmacy)

Non-voting consultants: Sabrina Burmeister (diversity director for the College of Arts and Sciences), Tia Byers (undergraduate appointee), Larry Chavis (liaison from the Faculty Welfare Committee), Marcus Collins (associate dean of director of student success and counseling), Clare Counihan (faculty/staff program coordinator at the Carolina Women's Center), Elizabeth Dickinson (liaison from the Committee on the Status of Women), Amy Hertel (former director of the American Indian Center), Christi Hurt (chief of staff in student affairs), Tim Ives (liaison from the Faculty Welfare Committee), Rudy Jones (associate director of Equal Opportunity and Compliance), Joseph Jordan (director of the Sonja Haynes Stone Center for Black Culture and History), Karli Krasnipol (undergraduate representative), Josmell Perez (assistant director of diversity and inclusion), Terri Phoenix (director of the LGBTQ Center), Patricia Pukkila (liaison from the Retired Faculty Association and Faculty Council), Margot Stein (liaison from the Committee on the Status of Women), Chastan Swain (graduate representative), Lauren Townsend (graduate representative), and Felicia Washington (vice chancellor of the Division of Workforce Strategy, Equity and Engagement).

The Community and Diversity Committee has met throughout the year to discuss keeping the community whole given the challenges of this year. There was consensus that there are community trends that should be set trembling for our great university. The committee:

- Supports for Implicit Bias development for University leadership which includes Deans, Associate Deans and department chairs;
- Supports a formal exit interview process by an outside vendor that would be used by all schools;
- Encourages incorporating service and impact on diversity in the evaluation and tenure process;
- Strongly urges the use of student evaluations for formative purposes only;
- Strongly urges resourcing robust data efforts that allow for metrics that are quantitative as well as qualitative to be collected and used to assist us in recruitment and retention efforts.

Submitted for acceptance by title to the Faculty Council on April 13, 2018, by Dr. G. Rumay Alexander, associate vice chancellor/chief diversity officer and chair of the Community and Diversity Committee.