

## **Faculty Governance's Community and Diversity Committee**

2018-2019 Annual Report

The Faculty Governance's Community and Diversity Committee met four times this year. Given the issues that the university has faced this academic year engaged discussions and updates have included:

- Silent Sam
- Contextualization of Campus Monuments;
- Implicit Bias Education;
- Third Party Interviews;
- Proper use of Student Class Evaluations;
- Requiring Diversity Statements as part of an interview process;
- The Admissions Lawsuit;
- The benefits of educational diversity.

### **Our recommendations moving forward are:**

- The Silent Sam monument not be returned to our campus;
- Student evaluations of faculty be used in a formative manner for faculty development only;
- Third party interviews be conducted for all faculty;
- Continued development of campus-wide diversity metrics;
- The continuation of exploring implicit bias training for the campus community.

Respectfully Submitted by: G. Rumay Alexander, EdD  
Chair, Community and Diversity Committee  
Professor, School of Nursing

### **2018-2019 Committee Members:**

Jay Aikat (Computer Science), Rumay Alexander (Nursing), Eva Anton (Cell Biology and Physiology), Enrique Neblett (Psychology and Neuroscience), Carla White (Pharmacy) and Lipsey Javonte (Student representative; Exercise and Sport Science)

### **Non-voting consultants:**

Sabrina Burmeister (Diversity Director, College of Arts and Sciences), Larry Chavis (Director, American Indian Center), Marcus Collins (Associate Dean and Director, Student Success and Academic Counseling), Clare Counihan (Program Coordinator, Carolina Women's Center), Elizabeth Dickinson (liaison from the Committee on the Status of Women), Christi Hurt (Interim Vice Provost, Student Affairs), Rudy Jones (Associate Director, Equal Opportunity and Compliance Office), Joseph Jordan (Director, Sonja Haynes Stone Center for Black Culture and History), Josmell Pérez (Assistant Director, Office of Diversity and Inclusion), Terri Phoenix (Director, LGBTQ Center), Patricia Pukkila (liaison from the Retired Faculty Association and Faculty Council), and Felicia Washington (Vice Chancellor of the Division of Workforce Strategy, Equity and Engagement)

*Submission Date: April 1, 2019*