

Committee on Community and Diversity

2023 Annual Report

April 2023

The Committee on Community and Diversity is charged with “fostering community and promoting pluralism in the University by encouraging social interaction, mutual acceptance, and respect among various groups on campus. The committee is especially attentive to matters generated by discrimination on the basis of age, race, gender, disability, religion, socioeconomic status, national or ethnic origin, or sexual orientation.”

Due to the changing landscape both on the campus and the country, the Community and Diversity has spent time monitoring and providing feedback regarding the status of the admission’s law suit, the status of the Women’s Center, the efforts to dismantle diversity, equity and inclusion issues, the threats to accreditation status (particularly for the health profession), the chilling impact and confusion for interviewing and hiring faculty and staff, the elimination of diversity statements and future implications both implicit and explicit. The shifts in priorities and every level of the academic ecosystems come with angst and often threats to safety.

A positive outcome of challenges we face as an academic institution, it can lead to an innovative new way of thinking regarding assumptions of how the espoused values on the walls and numerous documents presently displayed. What we are seeing is the emergence and focus of problems that no longer can be ignored. It is important that discussions continue with the most respectful interpretation and the preservation of human dignity. After all, the future is where we all will be spending our time and will center around relationships which lead to human equality, equity and collective collaboration. The 2022-23 committee meetings were held on August 25, September 20, October 18, November 29, and January 31. Members attended subsequent events and townhalls that were held from February-April 2023, providing input and suggestions.

For the record and as a refresher for action that has not been made, the committee reinforces the recommendations made in 2022 by listing in them once again in this year’s report. They are:

- Use student evaluations in a formative/growth manner rather than a summative/punitive one.
- Establish an expectation of peer evaluations for the purposes of purely growth and not a part of an APT or APR portfolio.
- Establish a true course evaluation, craft a synopsis/synthesis of student evaluations with statistically fair data and make available to those who wish to review the summation.
- Mitigate the recent increase in discourteous behavior toward graduate TAs and other teaching staff, add student behavioral concerns to the options faculty can select in the Academic Progress Report (and increase the number of selections allowed per student).
- Give consideration, acknowledgment and subsequently workload credit to faculty for invisible workload efforts (i.e., the heavier invisible workload borne by faculty of color, new course development, committee assignments including national or international, etc. must be acknowledged in all fairness).

Respectfully Submitted:
Rumay Alexander, Chairperson

On behalf of the Committee on Community and Diversity:

Appointed members

Rumay Alexander (Nursing)
Eva Anton (Medicine)
Sheila Kannappan (Physics & Astronomy)
Trevy A. McDonald (Journalism & Media)
Dana Rice (Public Health)
Alessandra Caceres Torres (Undergraduate
student rep)
Melissa Manzanares (Graduate student rep)

Non-voting Consultants

Marcus Collins (Student Success & Academic Counseling)
Joseph Jordan (Academic & Community Engagement)
Josmell Perez (Carolina Latinx Center)
Terry Phoenix (UNC LGBTQ Center)
Jonathan Sauls (Student Affairs)