

## Faculty Policy Council Discussions on COE Diversity Policies, 4-18-20

Some possible guiding questions for each committee:

- What should our objectives be in developing COE diversity policies?
- What are some objectives for our diversity policies? What do we want to accomplish/improve/sustain?
- What role should your committee play in implementing COE objectives related to diversity and equity?
- What, if any, changes need to be made to the COE Constitution to reflect the work of your committee and/or the role it plays in fostering diversity and equity in the COE?
- What are your comments on the IDEA conceptual framework?
- What are your comments on the IDEA action plan put forward in the proposal, and on how your committee fits into it as suggested in the proposal?
- Is there alignment of IDEA with shared governance principles and the language of the constitution?

Some possible ideas to consider:

Diversity and Equity Committee

- Policy goals for diverse faculty recruitment, intentional recruitment, targeted hiring
- Policy goals for cultural competence

Faculty Affairs

- Policy goals for mentoring and retention of new hires
- Policy goals related to tenure and promotion

Lectures Seminars Awards Committee

- Activities and events focusing on cultural competence goals
- Ideas for recognition of the work that new faculty are doing

College Curriculum Committee

- Ideas/goals for courses, programs, degrees, certificates
- Overall policy goals for/advisement on COE curriculum content

Technology and Distance Education Committee

- Same as CCC with specific focus on online learning
- Use of technology to track goals related to diversity and equity

Long Range Planning

- Goals for creating a more inclusive and collegial environment
- Development of climate survey around diversity and equity issues
- Ways to measure progress on diversity policy

Research Advisory Committee

- Policy goals for purposeful recruiting of faculty who investigate lines of inquiry related to diversity and equity

Budgetary Affairs Committee

- Policy goals for directing COE resources to diverse recruitment and retention

Tenure and Promotion Committee

- Should be part of all discussions that focus on changes in language of T&P policies
- Policy goals for T&P guidelines that reflect diversity values