## March 1, 2022

## Faculty Senate PP Committee

**Present:** Herle McGowan, Jennifer Kuzma, Leda Lunardi, Sarah Carrier, Walter Robinson, Tom Koch

Convened at 3 p.m.

The main issue for the agenda was advancing the DEI charge letter for a Faculty Senate Special Select Committee to consider and develop strategies/policies for recognizing DEI work of faculty to fulfill the University’s Strategic Plan.

Recognizing DEI Work of Faculty Issue

See notes on this topic which were presented to the Senate and discussed at the Senate Ex Com on 2/24/2022.

<https://docs.google.com/document/d/1Yeh1b7pWC0J7eNYajhuAiBy9xRGENAODUNWWIH1U_DU/edit>

**We agreed to add “belonging” to the name. DEI + belonging. DEIB**

***Process***

**The idea is to pick a chair and have them help with the slate of members and charge letter to the committee.**

**There was consensus that the invitation should come from the Senate, not necessarily the Provost, as there would be more potential buy-in from faculty.**

**Herle is preparing a notes document for moving forward with chair selection and giving the Senate Chair/Senate Ex Com a starting point for a more formal charge letter.**

**The question was raised about when to inform the campus that forming this committee is proceeding and that the issue is being considered by Senate. It was suggested that we recommend to the Senate Chair that we announce widely to raise attention to how important these issues are and help to convey that Senate cares and is working on the issues to make real progress on campus. It was suggested that the Senate should announce the DEIB Special Select Committee widely and soon. Herle and Jennifer agreed to bring this approach to the next Executive Committee meeting for discussion.**

***Membership***

**We then discussed potential types of chairs of the committee and from whom the invitation to serve should come. The chair should have lived experience and expertise in DEIB efforts. A slate of candidates is being developed.**

**Then we discussed different types of members for the committee. They should include more junior people, people from different academic and admin units (e.g. Office of Institutional Equity and Diversity; Office of Faculty Affairs in Provost’s division for regulations). Focusing on the criteria of who deals with SFRs might be a good way to identify most of the units that should be represented. Representatives from other DEI committees and associations around the university for membership on the special committee were discussed.**

*Next Steps*

Next steps are to share the notes document with the Senate Ex Com and Chair and begin the process of selecting a chair and drafting a formal charge letter.

Other IOCs—Follow Up

**Salary Equity**

Walt mentioned he volunteered to help draft questions for department heads about salary equity issues with Taufika Williams and Anne Burke.

Next meeting will be on March 29th (March 15th is Spring Break)

The meeting adjourned at 3:45 pm