



**ANNUAL REPORT
2010-2011**

**University Diversity Committee
Submitted to
University of Utah Academic Senate
August 2011**

Executive Summary

In January 2011 the Faculty Senate President James E. Metherall asked me to assume the position as chair of the University's Diversity Committee by. As a result, ten faculty members met 3 times between February and May 2011.

Tasks accomplished during the remainder of the academic year follow:

Task 1: Review of the Committee charge & Membership

- This committee shall provide leadership and expertise to the University of Utah community in promoting diversity in their various roles and activities; serves as a forum for the exchange of ideas within the University. The University diversity Committee should respond to directions from the Academic Senate, while retaining the freedom to set its own agenda. The committee's principal role is to identify issues, projects, and proposals that would further a positive climate of diversity on the University of Utah campus, would enhance relations with diverse elements in the community, and would promote appreciation of diversity in the wider community. The committee's role includes forwarding information and recommendations to the Academic Senate. The committee will submit an annual report to the Academic Senate of its activities.
- The University Diversity Committee will consist of 10 members of the regular faculty, 3 staff members and 3 student members. The staff members will be nominated by UUSAC and approved by the Senate Executive Committee for three year terms. The student members shall be selected for one year terms in accordance with Procedures established by the ASUU. Terms will begin each August
 - Non-voting ex-officio members shall include: Associate VP for Diversity, Associate VP for Diversity for Health Sciences, UUSAC Chair, ASUU President, Academic Senate Past-president, Director of Equal Opportunity and Affirmative Action, and two representatives from the community.
 - The Chair of the University Diversity Committee will be invited to serve by the Senate President, with installation (vote) by the committee each year.

Outcome: The charge and committee composition will stand.

Task 2: Review of the Report on the CAD Affinity Group on University-wide Issues of Diversity and Equity

- Coordinate data collection with the Office of Diversity
- Convene a University Coordinating Council for Diversity & Equity
- Establish a university-wide vision along with resource allocation
- Provide critical resources through central admin to coordinate college-based diversity efforts (funds for faculty & staff)
- Coordination between the Office of Diversity/Equity & HR
- Review relationship between Academic Affairs & Health Sciences

Outcome: Reviewed by committee members.

Task 3: Met with Associate VP for Equity and Diversity, Prof. Octavio Villalpando, who described equity and diversity issues at the University. Possible Diversity Office initiatives/issues to study:

- Recruitment/succession planning/professional development
- Salary equity, promotion and leadership opportunities

Outcome: Secured support from the Office for scheduling meetings, taking minutes, and providing support for statistical analysis as requested.

Outcome: Faculty suggested that we study faculty recruitment and retention for women and persons of color

Task 4: The Academic Senate executive committee has asked the Diversity committee to become more involved in department reviews conducted by the Graduate Council.

Outcome: The committee received the list late in the spring 2011 semester.

Outcome: The rubric to evaluate the Graduate School Reviews was tested with mixed results for the following departments:

- Special Education
- Exercise & Sports Science
- Materials Science
- Anthropology
- Mechanical Engineering

Task 5: Chair gathered previous document for update to the committee site at UNITE.

APPENDIX A:

UNIVERSITY DIVERSITY COMMITTEE**

Provides leadership and expertise to the University of Utah community in promoting diversity in their various roles and activities; serves as a forum for the exchange of ideas within the University. The committee's principal role is to identify issues, projects, and proposals that would further a positive climate of diversity on the University of Utah campus, would enhance relations with diverse elements in the community, and would promote appreciation of diversity in the wider community; reports to the Academic Senate.

Chair: Linda St. Clair (12);

Peter Alfeld (13),

Tenille Brown (13),

Marcia Cook (13),

Erika Church (11),

David Derezotes (12),

Phil Emmi (12),

Wendy L. Hobson-Rohrer (11),

Cathy Martinez (12),

Patricia Murphy (11), Peter Romero (12),

Maeera Shreiber (12),

Linda St. Clair (11);

Students:

Guillermo Nicolas Garcia,

Xochitl C. Juarez,

Neela Pack,

Angela Parkinson;

Ex-officio:

Octavio Villalpando (AVP/Diversity),

Chase Jardine, (ASUU president)

James Anderson (past president),
Colleen Casto (Public Relations),
Debra Daniels (Women's Resource Center),
Ron Harris (AVP-Health Sciences),
Susie Johnson (OEO/AA),
Theresa Martinez (Outreach),
Krista Pickens (OEO/AA),
Mateo Remsburg (Student Recruitment),
Ed Trujillo (past chair),
Octavio Villalpando (AVP/Diversity),
Sweeney Windchief (Grad School),
Joanne Yaffe (past chair, PCSW);

Community Representatives:

Yolanda Francisco-Nez (11),
Linda Oda (12),