

Memorandum

To: Academic Senate
From: Terry S. Kogan & Zhaoxia Pu, Co-Chairs
Re: University Diversity Committee – Annual Report
Date: March 5, 2014

During this academic year, the University Diversity Committee [“UDC”] has undertaken four projects:

1. Campus Climate Assessment Project

The UDC has worked this year with Belinda Saltiban to assist in setting up the Campus Climate Assessment project that she oversees in Undergraduate Studies. After an initial meeting in the Fall with the entire Committee, members of the UDC have continued to consult with Ms. Saltiban during the project’s initial set-up phase. Once the project has been set up, members of the UDC will be invited to join the Task Force that will conduct the project.

In addition, the UDC has begun discussions with Ms. Saltiban and others on campus to explore whether a campus-wide climate assessment that includes not only students but also faculty and staff might be implemented.

2. Graduate Council Redbook

The UDC met with the Dean and Associate Dean of the Graduate School as well as with representatives from Undergraduate Studies to discuss possible changes to the language in the Redbook that governs assessing diversity issues during Departmental Reviews. After the initial meeting, further consultations have taken place and, as a result, the diversity language in the Redbook has now been refined to require a more careful assessment of diversity issues.

3. University of Utah Nondiscrimination Statements and Policies

The UDC has undertaken a careful review of the various University statements and policies that mandate nondiscrimination in all university-related endeavors. In particular, concern has arisen over inconsistencies among the statements and policies. As a result, four proposals were passed and sent to the Academic Senate aimed at aligning these regulations with one another. [The proposals are attached in Appendix A.]

4. Utah Fight Song

At the behest of Social Work Professor, Joanne Yaffe, the UDC is currently conducting public hearings as to whether a proposal should be sent to the Academic Senate urging that it amend what many perceive to be sexist lyrics in the Utah Fight Song. Professor Yaffe has introduced a modified version of the song that eliminates such lyrics. Representatives of the UDC are currently meeting with various constituencies across campus to gather input before making any determination on this issue.

Appendix A

Memorandum

To: Academic Senate

From: Terry Kogan, Co-Chair

Re: Proposal to Add Terms “Sex/Gender” and “Genetic information” to University of Utah Nondiscrimination Policies

Date: February 27, 2014

The University Diversity Committee recommends to the Academic Senate that the various nondiscrimination statements and policies be amended as follows.

Proposal One:

The University of Utah “Nondiscrimination & Accessibility Statement”, which now appears on the University of Utah website, be formally adopted and incorporated as an official Policy within Part 1 “General Policies” of the system of University Regulations, appearing as new Policy 1-200.

Proposal Two:

The phrase “race, color” in the following University of Utah nondiscrimination statements and policies be replaced by the phrase “race/ethnicity, color.”

Effected policies include:

1. The University of Utah “Nondiscrimination & Accessibility Statement” currently published at [<http://www.utah.edu/nondiscrimination/>], by the Equal Opportunity and Affirmative Action office.
2. The OEO Office “Nondiscrimination and Disability Accommodation Statement,” published by the OEO office at [<http://www.oeo.utah.edu/access/>].
3. Policy 5-102 Revision 10 (Staff Employment Policy), Section IV-A.
4. Policy 6-011. Revision 1: Functions and Procedures of the Senate Consolidated Hearing Committee (New location of policy effective may, 2014).
5. Policy 6-316. Revision 12 (Code of Faculty Rights and Responsibilities), Section 4-A-2.
6. Policy 6-400 Revision 9 (Code of Student Rights and Responsibilities--“Student Code”), Section II-E [“Freedom from Discrimination and Sexual Harassment”].

Proposal Three:

The word “gender” that now appears in Policy 6-316. Revision 12 (Code of Faculty Rights

and Responsibilities), Section 4—2 be replaced by the word “sex.”

Proposal Four:

The phrase “genetic information” be added to the following University of Utah nondiscrimination statements and policies:

1. The OEO Office “Nondiscrimination and Disability Accommodation Statement,” published by the OEO office at [<http://www.oeo.utah.edu/access/>].
2. Policy 5-106 Revision 10 (Equal Opportunity and Nondiscrimination in Employment), Subsection III-A-2.
3. Policy 5-102 Revision 10 (Staff Employment Policy), Section IV-A.
4. Policy 6-011. Revision 1: Functions and Procedures of the Senate Consolidated Hearing Committee (New location of policy effective may, 2014).
5. Policy 6-316. Revision 12 (Code of Faculty Rights and Responsibilities), Section 4-A-2.
6. Policy 6-400 Revision 9 (Code of Student Rights and Responsibilities--“Student Code”), Section II-E [“Freedom from Discrimination and Sexual Harassment”].