

May 21, 2012

MEMO TO: Academic Senate

FROM: Linda St. Clair, Chair, University Diversity Committee (UDC)

RE: University Diversity Committee Annual Report, 2011-2012

Members

Peter Alfeld
Karin Baumgartner
Teneille Brown
David Derezotes
Ganesh Gopalakrishnan

Larry Parker
Pedro Romero
Maera Shreiber
Linda St. Clair, Chair
Nikolaus Trede
Donna McConnell White

Staff

Valerie Green
Cathy Martinez
Marcia Cook

Ex-officio:

Octavio Villalpando
Theresa Martinez,
Debra Daniels
Neela Pack
Colleen Casto
Mateo Remsburg
Jim Metherall, Past President
Sweeney Windchief
Krista Pickens
Ron Harris
Joanne Yaffe, Past Chair

Students:

Neela Pack
Elizabeth Wise
Faunai Brown

Meeting schedule:

September 21
October 26
November 23
December 7
January 25
February 22
April 11

Tasks accomplished:

- Reviewed committee's charge; approved as stands.
- Distributed and discussed Faculty Recruitment Toolkit.
- Approved letter to departments to be included in the "Red Book" outlining elements needed for the UDC review of the diversity section (copy attached).
- Secured clerical support from the University's Office of Equity and Diversity.

- Completed the task, as assigned by the Academic Senate Leadership, (re: Referral of periodic department review reports to Diversity Committee, April 20, 2009) and implemented a process for providing UDC input on diversity into self-studies for the Graduate Council. The process is outlined below:
 1. List of self-studies for the academic year sent to chair to UDC by Graduate Council (September)
 2. Identification of committee members to review the diversity sections (specifically faculty & student) within the self-studies
 3. Use of previous self-studies and the rubric developed by the previous committee for UDC analysis and comments
 4. UDC review approved by committee of the whole
 5. Approved report sent to Graduate Council

- Reviewed diversity sections of the following self-studies and submitted to the Graduate Council:
 - School of Architecture
 - Medicinal Chemistry
 - Pharmaceutics and Pharmaceutical Chemistry
 - Pharmacology and Toxicology
 - David Eccles School of Business (college-wide) including School of Accounting, Finance, Management, Marketing, Operations & Information Systems
 - Sociology
 - Modern Dance

Recommendations from this year's committee

- Focus on faculty and student diversity. Staff diversity is the purview of the other campus units.
- Funding from central administration to support recruiting and hiring faculty of color and underrepresented communities.
- For on-campus interviews, demonstrate connections with the diverse community surrounding the University of Utah.
- Insert the diversity statement in a more prominent position in the recruitment ad.
- Make more effective use of University resources during the search process including establishing suggested check points so that there are no problems emerging late in the process (accomplished by the Faculty Recruitment Toolkit and OEO/AA procedures).
- When there is sufficient deficiency in a self-study, a one year review may be added to the recommendations by UDC.

Recommendations for Future Study

- Execute a study of affirmative action programs at PAC-12 universities including a review of the impact on affirmative action to PAC-12 universities as a result of the University of Texas court case brought before the US Supreme Court in fall 2012.
- Insert UDC comments on staff and faculty diversity into the Memos of Understanding rather than being presented with the comments of the external and internal reviewers before the Memo of Understanding is composed.

Final Recommendation by the Chair

Because the committee considered faculty and student issues during this year, I recommend that the size of the committee be reduced and the composition of the committee be made up of faculty.

Dear Department Chair:

The University Diversity Committee (UDC) provides feedback to the Graduate Council on departments' self-studies with regard to the descriptions of diversity. Since your department/college will be undergoing the Graduate Council Review process in the coming academic year, we write to offer some suggestions for addressing the student and faculty sections related to diversity.

Efforts to enhance the racial, ethnic, and gender diversity of faculty, students, and staff at the University need to improve. The Department, in conjunction with the Office of the Associate Vice President for Equity and Diversity, is charged with formulating and implementing specific practices to enhance the presence and success of faculty, students of color, and women to achieve a more diverse community. In addition to the Graduate Reviews, which occur every 7 years, the use of annual reports to the Graduate Council and to the Associate Vice President for Equity and Diversity should be considered as a way to encourage and support departments and colleges to work effectively toward this objective.

Sections 2.3 and 3.2 of the Review Procedures Manual for department self-studies ask you to address diversity in connection with faculty and student representation. In preparing your self-study document, we ask that you pay careful attention to the following suggestions.

1. Identify *trends* during the period (typically 7 years) under review.
2. Be explicit in drawing a distinction between *international* faculty and students, and faculty and students from *underrepresented minorities* in the United States in describing the character of your unit, as well as your efforts aimed at increasing both these populations.
3. In addition to the composition of those actually hired (where known), please include the racial and gender composition of the faculty applicant pool for any positions that were filled in the period under review.
4. It is helpful if you can provide a context in which to understand the nature of your units data by providing information on the disciplinary field as a whole. The Office of Equal Opportunity can help you find this data.
5. Break out the gender and ethnic composition of faculty according to rank.
6. Provide a breakdown of the gender and ethnicity of your undergraduate majors and pre-majors as well as that of the graduate students.

Thank you for your attention to diversity initiatives at the University of Utah.

Sincerely,

University Diversity Committee