



TO: The Oakland University Senate Steering Committee

FROM: Faculty Diversity Equity and Inclusion Subcommittee (prepared by Jason Wasserman)

CC: Michele Piskulich

DATE: June 6, 2021

SUBJECT: End of the Year Committee Report

The OU Faculty DEI committee was established in AY2019-2020 as an *ad hoc* committee of the Faculty Senate and became a standing committee for AY2020-2021. The purpose of the committee is to address issues related to faculty diversity, equity and inclusion in all aspects of faculty life at the University. To this end, the Committee collaborated and interfaced with numerous faculty, departments, and administrators across campus. For example, faculty from various departments were often solicited for their input, draft versions of proposals were circulated to Deans and the Provost's office, and different specific departments invited different committee members for in-service educational opportunities.

Below, we review the Charge of the committee and its structure and function. We then describe the accomplishments of each subcommittee for the past academic year.

### **Charge**

- To provide faculty-related recommendations in support of OU's strategic Goal #4: "Advance diversity, equity, and inclusion in an environment of mutual trust and respect at all levels of the institution and facilitate opportunities and success for all community members."
  
- To develop and refine metrics that will be used to monitor and evaluate OU's performance on faculty-related components of Strategic Goal #4 and the Strategic Diversity Plan.

### **Committee Structure and Function**

The Faculty DEI Committee operates as a working committee with a subcommittee structure. Members are drawn from multiple, diverse departments with representation from the College and each School within the University, as well as representation from the Provost's Office and Student Government. Subcommittees are comprised of 2-5 committee members and are tasked with engaging the larger University around specific initiatives related to faculty diversity, equity, and inclusion. This includes the following subcommittees:

## **Subcommittee Accomplishments AY2020-21:**

### *A. Retention and Recruitment: Diversity Advocate Program*

- DA training was revised, particularly to include a robust online component in light of COVID.
- Multiple training sessions were delivered throughout the year.
- 67 participants completed the training, 14 completed the supplementary online “course”
- Looking ahead:
  - Moving back towards greater in-person training opportunities, more public-facing presence for “all comers” (not just official DAs)
  - Collaboration and advising for staff equity advocate program

### *B. Climate, Recruitment, and Retention Strategies*

- A climate survey developed and deployed to faculty from diverse groups
- Initial data collected and examined
- Looking ahead: Continue data collection, looking at in-person focus groups for fall
- Share information from SEHS Balck student survey

### *C. Policy Audit and Recommendations*

- A faculty exit interview was drafted and sent to Provost’s Office and DEI council for review.
- Recommendations regarding religious accommodations was completed and is ready to deliver to Provost’s Office. (Next it could be passed from this committee to the University DEI Council consideration of the recommendations and implementation.)
- Looking ahead: Compiling list of parental leave policies for faculty based on national best practices and models at peer institutions.

### *D. DEI/SAFE Training for Faculty*

- Held a CETL Session including 20 faculty and staff and 4 students, which evolved into a conversation about microaggressions and other climate issues.
- Designed faculty shadowing program; was impeded by COVID-related restrictions.
- Looking ahead: Faculty shadowing program will relaunch post-COVID.

### *E. Strategic Planning, Goals, and Measurement for Faculty Related DEI*

- Held discussion with larger DEI committee about goals and where this subcommittee should focus.
- Areas of focus were identified, centering on:
  - 1) Recruitment and hiring;
  - 2) Review, promotion, and tenure, as well as general issues of retention;
  - 3) Faculty experiences within university life, including the learning and collegial environments.

- Key measurables in each of these areas are being identified and refined (approximately 80% complete).
- Looking ahead: Recommendations will be put forth to larger DEI committee to identify overlaps and refine responsibilities.

#### *F. Faculty Review Promotion and Tenure*

- Review/audit of the RPT guidelines for every school/department on campus
- Developed a recommendations document to address identified themes related to potential bias or equity issues in RPT guidelines.
- Based on themes identified, as well as national best practices, we created an audit tool for unit level use for addressing bias and equity issues within RPT guidelines
- Delivered multiple presentations and conversations with different units regarding their particular challenges and initiatives.
- Looking ahead: Will make final revisions following piloting of the audit tool in some departments; Then will facilitate broader rollout of the RPT Audit Tool.

#### **Other Committee Accomplishments:**

- Acted as liaison to faculty senate for the Land Acknowledgement Statement; crafted the resolution and shepherded through Senate.

#### **Future Directions and Initiatives for the Committee as a Whole:**

- Replace three committee members who are terming out (Escobar, Harris, and Scott)
- Transition from assessment/diagnostic efforts towards implementation efforts
- Focus on management and assessment of outcomes
- Identify new issues and inclusion of those into existing or novel initiatives

Submitted by Jason Adam Wasserman, PhD, on behalf of the entire committee,



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