

To: Oakland University Senate Steering Committee
From: George Sanders, Chair of Faculty Diversity, Equity, and Inclusion Committee (FDEI)
Subject: End of Academic Year 2024-25 FDEI Committee Report
Date: May 25, 2025

In 2024, the Faculty Diversity, Equity, and Inclusion (FDEI) committee proposed that: a.) the committee's charges be modified, and b.) the makeup of the committee be reduced. Both changes were subsequently approved in January 2025.

The committee's new tasks were the following:

- to advance diversity, equity, and inclusion in an environment of mutual trust and respect at all levels of the institution
- to oversee diversity, equity, and inclusion training programs related to faculty recruitment and promotion
- to research and promote best practices in faculty recruitment and retention
- to regularly conduct policy audits and recommend changes necessary to support a diversity, equity and inclusion in faculty recruitment, hiring, promotion and tenure and opportunities for leadership
- to identify all campus programs and resources pertaining to diversity, equity, and inclusion; document and maintain an organizational chart that is broadly available to the campus community

The committee met over the course of the Winter 2025 semester. However, under the new U.S. presidential administration, institutional efforts to foster greater diversity, equity, and inclusion have been stymied by various orders, guidelines, and restrictions—none of which are clearly defined and all of which continue to be contested in legal arenas. Understandably, the university administration's efforts to navigate these changes is ongoing.

Members of FDEI conducted a review and assessment of OU's diversity advocate training program. Additionally, they compiled and collated campus DEI-related resources pertaining to faculty. However, the diversity advocate training is reportedly going to be replaced; and it is likely that many of the DEI-related resources FDEI identified will undergo their own changes.

Committee members (whose terms are not expiring) agreed to resume meeting in September 2025. George Sanders will initially remain chair and committee members will select a new chair at the first meeting in the fall. At the same time, members acknowledge that the future of the committee is uncertain and will seek guidance from the university senate.