

University Faculty Senate Committee on Equity, Inclusion, and Diversity

Timothy W. Gerken
Fall Plenary 2018
10-10-18

Committee Charge

The Committee on Diversity and Cultural Competence will concern itself with issues pertaining to equity, inclusiveness, and access, as they are reflected in the curriculum, student body, and personnel of the State University. Among the activities of this committee will be collecting and disseminating information, organizing periodic meetings and workshops, and providing guidance and recommendations to the Senate so that it may act with the best intentions of all people in mind.

Committee Members

Chair: Timothy W. Gerken, Morrisville State College (gerkentw@Morrisville.edu)

Timothy Chevral, Rachelann Copland, Sherri Darrow, Dana Prather Ronald Saletsky, Laura Pierie, Aida Sy, Sanikka Grant, Walter Little, Betty Wambui, and Carlos Medina. Committee members and other supporting faculty and staff continue to work on the Inclusive Outcomes and Assessment report.

Summary of committee actions since previous plenary

1. The committee has been working to develop with Dr. Sinclair of Binghamton University a Conversations in the Disciplines in Binghamton March 1st and 2nd 2019. The call for proposals is open.
<https://sites.google.com/binghamton.edu/bridgestoacademiccareers/home>
2. The chair participated in the Governor's Task Force on Diversity during July and August 2019.
3. The committee worked on a number of resolutions.
4. The committee met at the Fall planning meeting and completed the resolutions and discussed EID actions going forward.

Outcomes for consideration at the plenary and to share with your campus

1. The three resolutions we bring forward ask the Chancellor for action; however, they could be enacted on your campus and bring about change more quickly. We encourage you to help do that.

Outcomes/queries for UFS Senators to share with their campus

1. The committee continues and will be involved in a number of additional projects including
 - a. developing an inclusive outcomes report
 - b. a Conversations in the Disciplines Conference in March 2019 titled Building Bridges to Academic Careers for Minoritized Students.

<https://sites.google.com/binghamton.edu/bridgestoacademiccareers/home>

2. The tentative dates for the SUNY Diversity Conference are April 10th and 11th.
3. Since we believe this is a key aspect of the mission of EID, we repeat this request from our last report.
4. The Governor tasked the BOT's to ensure our we continue and bolster our Diversity initiatives in light of the Trump "administration's move to rescind the guidelines on using race in college admissions" which he sees as "a blatant attempt to limit the participation of minorities in higher education."

One of the main directives in the report the Task Force issued was the development of more minoritized faculty members. We encourage you to look again at your hiring and faculty development practices:

Consider whether your campus continuing appointment and promotion procedures support or hinder the SUNY Excel Goals of Access, Completion, Success, Inquiry, and Engagement. In the BOT's Resolution of January 2015 on the Excel Performance plan, there is this "Note that while Diversity is explicitly identified as a metric in Access, we will be seeking out and tracking inclusive excellence across metrics in all five priority areas." How is your campus addressing "inclusive excellence"?

Campus tenure and promotion processes that over emphasize scholarly achievement—or in the language of the Excel's metric "Inquiry"—and do not give equal weight to the other four measures are not living up to this BOT resolution nor the BOT resolution on Diversity, Equity, and Inclusion from September 2015. I encourage you to meet with your colleagues, your Campus Governance Leaders, and your campus leadership and begin to develop continuing appointment procedures and promotion procedures that live up to and support SUNY's goal of "inclusive excellence." Support your faculty and staff who support SUNY's mission.

(You may also want to refer to the SUNY page on compensation which defines academic rank and of the 10 qualifications only one focuses on publishing)

<https://www.suny.edu/hr/compensation/unclassified/other/academic-rank-titles/>