

**EAST CAROLINA UNIVERSITY FACULTY SENATE
ACADEMIC COMMITTEE ANNUAL REPORT
2021-2022 Academic Year**

COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION:

Membership (include ex-officio members).

Elijah Asagbra, Angela Lamson, Essie Torres [leaving ECU], Victor Mbarika, Adriana Heimann-Rios, Amanda Klein (chair), Michael Daniels, Jihoun An, Cindy Shirkey (secretary), Rachel Roper, Sambuddha Banerjee (vice chair), Mikkaka Overstreet [leaving ECU]

Ex-officio:

Sheresa Blanchard, LaKesha Alston Forbes, Dennis McCunney, Sarah Williams, Purificación Martínez, Anne Ticknor, Maya Pratt

Meeting Dates (include members present).

- September 28, 2021: Asagbra, Lamson, Torres, Mbarika, Heimann-Rios, Klein, Daniels, An, Overstreet, Shirkey, Roper Banerjee, Blanchard, Forbes, McCunney, Williams, Ticknor
- October 26, 2021: An, Banerjee, Blanchard, Daniels, Forbes, Klein, Lamson, Martinez, McCunney, Overstreet, Roper, Shirkey, Ticknor, Torres
- November 30, 2021: An, Asagbra, Baker, Banerjee, Blanchard, Daniels, Forbes, Klein, Lamson, Martinez, Mbarika, McCunney, Overstreet, Heimann-Rios, Roper, Shirkey, Ticknor, Torres, Williams
- January 18, 2022: An, Asagbra, Baker, Banerjee, Blanchard, Daniels, Forbes, Klein, Lamson, Martinez, Mbarika, McCunney, Overstreet, Shirkey, Ticknor, Torres, Williams, Roper
- February 15, 2022: Asagbra, Baker, Banerjee, Blanchard, Daniels, Forbes, Klein, Lamson, Martinez, Mbarika, McCunney, Overstreet, Heimann-Rios, Roper, Shirkey, Ticknor, Torres, Williams, Jacobs
- March 22, 2022
- April 19, 2022

Subcommittees established during the year (include progress and/or completion of work).

Subcommittee on Gender Neutral Bathrooms & Campus Accessibility

The committee wanted to investigate if there were enough gender-neutral bathrooms on ECU campus. This committee also works to ensure that faculty and students can access classrooms, buildings, and bathrooms easily. To address these goals, the subcommittee has met with various individuals who deal with these issues of accessibility on campus (Bill Bagnell, Stephen Gray, Rhonda Anderson, and Mark Rasdorf). The committee drafted a survey about campus accessibility that is currently being reviewed by IPAR. This survey will offer granular information about student, staff, and faculty needs across campus.

Subcommittee Members

Angela Lamson, Amanda Klein, Sambuddha Banerjee, Cindy Shirkey

Subcommittee on Faculty DEI Training

This committee was tasked with developing communications to faculty about campus offerings to satisfy this requirement and additional guidance to help unit heads document the satisfaction

of this requirement in annual evaluations. These guidelines are complete and have been approved by the full DEI committee. The committee continues to work on these issues.

Subcommittee Members

Puri Martinez, LaKeshia Alston Forbes, Anne Ticknor, Sarah Carver Williams, Sheresa Blanchard

Subcommittee on SSOI Bias

This committee was tasked with addressing the way students evaluate women, BIPOC, and presumed nonnative English speaking teachers more harshly and with more bias in their SSOIs. The committee explored many possible ways to address this complex issue. The first thing they did was to create a "Bias in SSOI" module in the Student Affairs section of Canvas. All undergraduates have access to the module and faculty can add the module to their courses. We will also be meeting with IPAR to see how we can have framing language about bias for students before SSOIs are administered.

Subcommittee Members

Amanda Klein, Dennis McCunney, Adriana Heimann-Rios

Subcommittee on DEI communication across campus

There are many DEI committees all over the campus doing great work. This committee was tasked with building better communication with these committees as well as with all minority faculty organizations. The committee developed a page listing all groups engaging in DEI work across campus, as well as any statements issued by campus groups on the subject of DEI.

Subcommittee Members:

Michael Daniels, Sambuddha Banerjee, Mikkaka Overstreet, Toya Jacobs

Subcommittee on Crediting DEI work

Faculty do not always receive proper credit for DEI work or are not encouraged to do DEI work. Rachel Roper and her department developed a detailed set of guidelines for department chairs and *personnel, tenure, and promotion committees for reappointment, promotion and tenure* to evaluate DEI work for the purposes of reappointment, tenure and promotion. These guidelines were then adapted to be useful to departments across ECU. These guidelines were voted and approved by the DEI committee and also approved by the Unit Code Screening Committee and presented to the full Senate.

Subcommittee Members:

Rachel Roper, Cindy Shirkey, Essie Torres, Jihoun An

Accomplishments during the year. Please include recommendations made to any University agency other than the Faculty Senate:

1. Successfully developed a slate of goals and initiatives for a new Senate committee: As a new committee, the first responsibility was to determine the scope and values of this committee. The committee came up with a list of issues that seemed relevant and then the members organized those in a priority list. The issues prioritized for the first year of this committee were delegated to sub-committees.
2. P&T Guidelines letter drafted and approved by Unit Code Screening Committee: The DEI material for tenure/promotion/and reappointment sub-committee created a working draft, which was unanimously approved. This draft was presented to the Unit Code

Screening Committee and was approved. This draft was then presented to the full Senate on May 3.

3. Created a "Bias in SSOI" module in the Student Affairs section of Canvas The bias in SSOI subcommittee compiled information (such as research articles establishing the existence of implicit bias in SSOI), as a Canvas module. In addition to being available to all students at ECU, all faculty will have the ability to add this module to their respective Canvas courses. This site is currently alive.
4. Collected DEI resources and placed on a Spark page: The DEI resources sub-committee reached out to as many schools as possible to compile information on anti-racism/anti-discrimination statements available on the websites of different units/schools, unit DEI committee mandates, and DEI related classes that do not fall under the global/domestic diversity umbrella. This information, along with DEI services on campus (lactation center map, WGO, the Peel Center, etc.) is compiled in a [Spark page](#). The intent of this compilation is to provide example resources should units/schools can use these existing products as templates.
5. Developed survey about campus bathroom accessibility which will be administered in the fall, pending approval from IPAR: The accessibility sub-committee met with campus accessibility administrators to understand the existing facilities, the legal requirements, and way to move towards a more compassionate campus model.
6. Developed communications to faculty about campus offerings to satisfy the new DEI requirement and additional guidance to help unit heads document the satisfaction of this requirement in annual evaluations.

Reports to the Faculty Senate (include dates and resolution numbers).

P& T Guidelines for Chairs and Administrators (approved by Unit Code Screening Committee), May 3, 2022

Business carried over to next year (list in priority order).

1. Agreement of Engagement

The committee also adopted the agreement of engagement prepared 2020/2021 Faculty Senate Exploratory Committee on Diversity and Inclusion. This agreement was developed as a frame of reference a committee can use for conflict/conflict resolution.

2. Campus Accessibility

The accessibility sub-committee met with campus accessibility administrators to understand the existing facilities, the legal requirements, and way to move towards a more compassionate campus model. This sub-committee also created a survey to assess the need of more accessible and all gender bathrooms on campus. This survey is pending approval from the survey committee.

3. DEI Trainings

We have contacted the student counseling center, WGO, the LGBTQ center, and the DSS office requesting creating DEI training material that can be made available to faculty from the Fall 2022 semester. The sub-committee on DEI training will continue working with other university services to facilitate creation/implementation of DEI training modules.

New business for 2022/23

1. Meeting with Faculty Governance

Committee member(s) met with personnel from Faculty Governance to figure out how our committee might work with them as they look at ways to make annual evaluations more equitable, etc.

2. DEI Newsletter

Working on a mechanism to start publishing a faculty senate DEI newsletter. This needs further discussion and is only in a very preliminary discussion state.

3. Climate Survey

The biology department has administered a campus/department climate survey. This survey was developed by OED and is being analyzed currently. After reviewing the result of this survey, the DEI committee will discuss recommending administration of such surveys by all units periodically to assess DEI gaps and achievements.

4. New measures of ECU "success," as judged by UNC system

Some matrices in the new measures of ECU "success", as judged by UNC system have raised some concern, since debt and time taken to complete degree are correlated to student capital/social capital. The DEI committee will evaluate if this new measure compels ECU to recruit more wealthy students to avoid being penalized.

5. Target X training for graduate admissions

We are investigating whether and how they include DEI training for admissions committee members.

6. Work more closely with IPAR and GEIEC on messaging around SSOI and bias

Evaluation of the committee (include anything that hindered or assisted the committee's work during the year).

- A. Charge: we still think our charge is appropriate.
- B. Personnel: we believe our committee members work hard and stay engaged in our mission.
- C. Attendance: attendance has been consistently high, and we always meet quorum.
- D. Responsibilities: N/A
- E. Activities: we accomplished 6 major goals in this academic year.

Suggestion(s) to the Chair of the Faculty for improving the effectiveness of the committee.

One suggestion we have is to continue to hold our meetings on Teams. We believe that keeping our monthly meetings online ensures maximum attendance and participation.

Does the Committee's organizational meeting next year need to be earlier than the date set this year? If yes, when do you prefer:

We would prefer to meet earlier in the semester, perhaps September 6th

Signed: Chairperson: Amanda Ann Klein

Vice Chair: Sambuddha Banerjee

Secretary: Cindy Shirkey

Please forward the completed, approved annual report to the Faculty Senate office via email (faculty senate@ecu.edu) no later than May 15, 2022.