

**MayEAST CAROLINA UNIVERSITY FACULTY SENATE
ACADEMIC COMMITTEE ANNUAL REPORT**

Academic Year: 2022/23

COMMITTEE: COMMITTEE ON DIVERSITY, EQUITY & INCLUSION

Membership (include ex-officio members).

Angela Lamson, Amanda Ann Klein (Chair), Michael Daniels (Secretary), Jihoun An, Rachel Roper, Saulo Geraldeli, Tricia Wilson-Okamura, Sambuddha Banerjee (Vice Chair). Adriana Heimann-Rios, Shadman Memarian, Elijah Asagbra

Ex-officio: Anne Ticknor, Sarah Bryson, Sheresa Blanchard, Lakesha Alton-Forbes, Dennis McCunney, Sarah Williams, Sara Bryson, George Cherry

Meeting Dates (include members present).

- *September 6, 2022*
- *September 27, 2022*
Elijah Asagbra, Angela Lamson, Adriana Heimann-Rios, Amanda Klein (Chair), Michael Daniels (Secretary), Jihoun An, Rachel Roper, Sambuddha Banerjee (Vice Chair), Saulo Geraldeli, Sarah Bryson, Tricia Wilson-Okamura, Shadman Memarian **Ex-officio:**LaKesha Alston Forbes, Anne Ticknor, Sarah Bryson
- *October 25, 2022*
Adriana Heimann-Rios, Amanda Klein (Chair), Michael Daniels (Secretary), Jihoun An, Rachel Roper, Saulo Geraldeli, Sarah Bryson, Tricia Wilson-Okamura, Rachel Baker **Ex-officio:**LaKesha Alston Forbes, Anne Ticknor, Sarah Bryson
- *November 29, 2022*
Elijah Asagbra, Angela Lamson, Amanda Klein (Chair), Michael Daniels (Secretary), Jihoun An, Rachel Roper, Sambuddha Banerjee (Vice Chair), Saulo Geraldeli, Sarah Bryson, Tricia Wilson-Okamura, **Ex-officio:**LaKesha Alston Forbes, Anne Ticknor, Sarah Bryson
- *January 31, 2023*
Elijah Asagbra, Angela Lamson, Amanda Klein (Chair), Michael Daniels (Secretary), Jihoun An, Rachel Roper, Sambuddha Banerjee (Vice Chair), Saulo Geraldeli, Sarah Bryson, Tricia Wilson-Okamura, **Ex-officio:**LaKesha Alston Forbes, Anne Ticknor, Sarah Bryson, Sheresa Blanchard
- *February 28, 2023*
Elijah Asagbra, Angela Lamson, Amanda Klein (Chair), Michael Daniels (Secretary), Jihoun An, Rachel Roper, Saulo Geraldeli, Sarah Bryson, Tricia Wilson-Okamura, **Ex-officio:**LaKesha Alston Forbes, Anne Ticknor, Sarah Bryson, Sheresa Blanchard
- *March 21, 2023*
Angela Lamson, Amanda Klein (Chair), Michael Daniels (Secretary), Jihoun An, Rachel Roper, Saulo Geraldeli, Sarah Williams, Tricia Wilson-Okamura, Sambuddha Banerjee **Ex-officio:** Anne Ticknor, Sarah Bryson, Sheresa Blanchard
- *April 18, 2023*
Angela Lamson, Amanda Klein (Chair), Jihoun An, Rachel Roper, Saulo Geraldeli, Tricia Wilson-Okamura, Shadman Memarian, Adriana Heimann-Rios, Elijah Asagbra **Ex-officio:** LaKesha Alston Forbes, Sarah Bryson, Dennis McCunney **Student:** George Cherry Jr **Visitor:** Wyatt Gable

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

Student Representative

George Cherry

George was in contact with multiple faculty across campus to discuss incorporating reading of books related to anti-racism in courses.

Subcommittee on Fixed-termed Faculty Concerns

Sambuddha Banerjee, Tricia Wilson-Okamura, Michael Daniels

This subcommittee hosted listening sessions with FTF across campus to gather recommendations on concerns and suggestions.

Subcommittee on Shared Interests with Faculty Governance Including DEI in Leadership, Code of Conduct, Annual Evaluations

Rachel Roper, Adriana Heimann-Rios, Elijah Asagbra, Anne Ticknor, Shadman Memarian

This subcommittee drafted a letter to the Provost to request faculty evaluation data and shared it with the committee. They will use that data to help make recommendations about equity in annual evaluations.

Subcommittee on Campus Accessibility

Angela Lamson, Amanda Klein, Sambuddha Banerjee, Shadman Memarian

This subcommittee developed a comprehensive survey that assesses the accessibility of ECU's campus. That survey was distributed this spring and we will use examine that data in the fall.

Subcommittee on Salary Equity

Sara Bryson, Saulo Geradeli, Amanda Klein, Elijah Asagbra

This subcommittee is working with Megan Millea from the Faculty Budget committee to discuss ways to address salary compression and inversion.

Subcommittee on Creating a Labor Acknowledgment

Amanda Klein, Rachel Roper, Michael Daniels, Angela Lamson

This subcommittee worked with a coalition of faculty, staff, and students from across the campus to draft a statement acknowledging the labor of Black residents in the building of ECU. This will be paired with an educational program next year.

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

- **Agreement of engagement statement was adopted by the DEI committee:** The committee reviewed the agreement of engagement prepared in 2020/2021 by previous Exploratory Committee on Diversity and Inclusion. This agreement was developed as a frame of reference a committee can use for conflict/conflict resolution. Motion to approve agreement: Rachel Roper Seconded: LaKeshia Alston Forbes Passes unanimously non opposing. Will place document in Teams folder, committee webpage and attached to minutes.
- **Meetings starting with checking-in with each other:** This year was particularly difficult with several legislations coming out that can potentially challenge the scope of this committee. With the increasing inflation, workload. This committee is constituted of very diverse group of faculties in terms of race/ethnicity, gender/gender identity, sexuality, and rank in the university. These outside stressors, in addition to the inequity between FTF and tenured/tenured track faculty members (from outside of this committee) created a challenging atmosphere for everyone to engage in an equitable and effective manner. The committee unanimously came up with a checking-in process to start each meeting so that all

members of this committee could share their experiences/concerns/accomplishments in the past one month.

- **Campus accessibility committee:** The campus accessibility committee completed developing a survey instrument for dissemination to the larger ECU community to assess the need for more lactation station, single stall bathrooms with showers, automatic door openers for accessible bathrooms, etc. This survey was reviewed by the committee and passed and was shared with the campus community. This is an ongoing survey, and the result will be collected and analyzed next year.

- **DEI Professional Development subcommittee:** This fall, the annual requirement for DEI related professional development requirement during annual evaluation of all faculty was rolled out. This subcommittee provided guidance on where to find these professional trainings through different ECU units. The committee also provided guidance on how DEI professional development through a professional society can be included in Faculty180 to satisfy this requirement. Per OED records, the data on faculty members who took advantage of various DEI related professional development activities on annual evaluation looks good.

- **Met with the campus accessibility for students committee representative:**

This newly formed student accessibility committee is working on issues that are similar with the DEI subcommittee on campus accessibility. A representative from this student committee made a presentation on how to make campus more accessible for all.

- **Committee met with SGA representative:**

An SGA representative attended the DEI committee meetings in a semi-regular basis to share the student perspective on the faculty senate DEI committee efforts. At the start of the year, this representative also provided their goal as part of SGA—

- Increase the number of African American students in the honours college
- Incorporating the reading of specific personal development and anti-racist book into the curriculum required for all students to graduate
- Organizing a Black President's and Leaders Roundtable to assess the needs of Black students at ECU, amplify our voices, and communicate these needs to the Chancellor
- Diversifying and Destigmatizing Fraternity and Sorority Life on Campus

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

May 2, 2023: Annual report to Senate

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

- Our student representative, George Cherry, will continue to look for ways to create an antiracist book club on campus.
- After gathering together faculty questions and submitting them to ECU Counsel, we hope to get their replies so we can create and distribute an FAQ page on the "Prohibition to Compelled Speech."
- The Subcommittee on Fixed-termed Faculty Concerns will continue to gather data and speak to FRTF about their needs and concerns.
- The Subcommittee on Campus Accessibility will use data gathered from campus-wide survey administered in spring 2023 to develop guidelines for making the campus more accessible for faculty, students, and staff.
- The Subcommittee on Salary Equity will continue to meet and discuss strategies for addressing salary compression and inversion.
- The Subcommittee on Creating a Labor Acknowledgment will create a 1-2 page information sheet on the history of enslaved and Black labor that has supported our State, region and University, and develop a

program/education centered around the purpose of the statement, create a plaque/other ways to recognize labor of Black citizens.

- The committee will work to develop a “University Style Guide” with a coalition made up of members of the Undergraduate Curriculum Commiyyttee and Gen Ed Committee to address language used on university documents (course descriptions, website, policy manuals, etc).

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

A. Charge: We voted to make this addition to our charge: “In response to resolution 13-35, the cDEI will request institutional faculty diversity data to identify trends and progress and we will present a report on faculty diversity to Faculty Senate annually.”

B. Personnel: Our committee members are active and engaged

C. Attendance: We always made quorum

D. Responsibilities: We are a new committee but we have established a wide-range of initiative

E. Activities: N/A

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

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 on September 5th or 12th.

Signed: Chairperson:

Vice Chair:

Secretary:

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