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# FACULTY SENATE'S AD HOC COMMITTEE ON DIVERSITY AND INCLUSION REPORT

TUESDAY, 14 MARCH 2017



# CU 1000



1. Membership on the CU 1000 committee follow the protocols outlined in the Faculty Manual. (submit the CU Interdisciplinary Curriculum Committee to the FS Committee on Committees, if the Part VII revision passes)
2. Explore options for CU 1000 as a credit course taught by faculty within each discipline or college as part of new General Education requirements. (John Griffin and FS Scholastic Policies Committee)
3. Involve faculty in the development of the curriculum for the Summer Reading facilitator training and the Community Dialogue module. (John Griffin and FS Scholastic Policies Committee)
4. Summer Reading assignments should be evaluated rather than simply collected and thrown away. Select books that reflect the intellectual merit for a first-year book. (John Griffin and FS Scholastic Policies Committee)

## CU 1000, CON'T.

5. Determine the connection between completion of CU 1000 and graduation rates. (John Griffin and Scholastic Policies Committee)
6. Measure the effectiveness of Community Dialogues on fostering a more diverse, inclusive, and welcoming environment at Clemson University. A research assistant could be assigned for purposes of monitoring effectiveness. (John Griffin and Scholastic Policies Committee, Assessment Committee)
7. During review of CU courses, revise curriculum to ensure that each course reflects efforts to improve diversity and inclusiveness content and determine which courses need to be deleted. (Sue Whorton, CU Interdisciplinary Curriculum Committee, FS Scholastic Policies Committee)

# FACULTY RECRUITMENT, RETENTION, AND MENTORING



1. Improve the current Office of Institutional Research dashboard to include faculty ethnicity and race on the University's Mini Factbook website. (Office of Institutional Research).
2. Develop a central clearinghouse for university-wide diversity and inclusion initiatives. (Office of Inclusion and Equity [OIE] in collaboration with the Provost Office).
3. Establish a consistent exit interview process that disseminates collected and analyzed data to the Colleges and/or Departments. This should include a follow-up interview 1-2 years after leaving. (Human Resources)
4. Devote a central location for faculty recruitment and retention documentation. (Human Resources)

## FACULTY RECRUITMENT, RETENTION, AND MENTORING, CON'T

5. Explore eldercare options for faculty and their families. (Provost Office with support of Human Resources)
6. Establish child care options for faculty and their families. (Provost Office with support of Human Resources.)
7. Expand spousal hiring initiatives and support staff to include: spouses / partners who are looking for generic staff positions; spouses / partners who are non-academic professionals; and faculty members who come to Clemson without a partner, but later marry or establish a civil union. (Provost Office with support of Human Resources)



# INCLUSION & EQUITY TRAINING & EDUCATION

1. The OIE provide face-to-face diversity and inclusion education and training that addresses and responds to race, gender, LGBTQ, disability, and religion issues as they play out on campus and on the national and international stages.
2. Three entities seemed poised to assume responsibility for delivering, evaluating, and acting upon diversity and inclusion education and training: 1) the OIE itself, 2) an academic institute for leadership and diversity under development at the OIE, and 3) the recently formed committee for diversity and inclusion co-chaired by OIE Director Lee Gill and Provost Bob Jones.
  1. We recommend that the OIE establish an organization chart that maps how these entities interrelate and that shows how training results and concerns will be communicated and turned into effective changes.



# ADDITIONAL RECOMMENDATION – I

## *Future state of Ad Hoc Committee*

- I. The Faculty Senate ad hoc committee on Diversity and Inclusion should be re-created each year as an ad-hoc committee.
- I. A member of the inclusion and equity committee co-chaired by Lee Gill and Provost Bob Jones be appointed as a member of this ad hoc committee.

## ADDITIONAL RECOMMENDATIONS – 2

### *Develop diversity and inclusion goals for the Faculty Senate*

1. Recruit faculty of color to run for Faculty Senate seats each year.
2. Ensure consistent diversity of Faculty Senate interns.
3. Provide equity and inclusion education and training for Faculty Senate during orientation each year that is selected by the Senate.