



FACULTY ANTI-RACIST INITIATIVES

10-16-20

DIVERSITY IN THE STUDENT BODY: ADMISSIONS COMMITTEE, FACULTY FINANCE COMMITTEE, SENATE EXEC

- SAT requirements
 - Waived for 2020-2021
 - Should that become permanent?
 - Should we consider diversity scholarships?
- Retention and Graduation differences by race
 - Differences in descriptive data need further investigation.
 - Retention: Senate will continue work on modeling retention in depth
 - Graduation: similar modeling/analysis could be done in collaboration with IRE
- Mentoring of diverse Students
 - Linked with conversations about hiring, advising and advising loads

DIVERSITY AMONG FACULTY: FACULTY WELFARE COMMITTEE

- Hiring
 - Approval of lines/allocation of resources
 - Training of search committees
- Compensation
 - Senate conversation is underway; data is needed regularly for comparison both with peer institutions and within Stetson.
- Evaluation
 - SET task force is analyzing data; report expected this year
- Mentoring
 - FWC and Brown Center
- Support for Faculty
 - Childcare, Leave policy, summer compensation, Senate meeting time/common hour

DIVERSITY IN REPRESENTATION: COMMITTEE ON COMMITTEES

- Elected bodies: Faculty Senate, UCCAP, Curriculum Committees
 - Faculty: know your reps and hold us accountable
 - CoC and Senate Exec will encourage nominations and campaigning for Senate seats in spring
- University committees
 - Current list of committees is on Academic Affairs website.
 - CoC will be polling faculty this spring earlier and in more detail!
 - How do we make them more representative while protecting service loads?
- Board of Trustees
 - Senate Exec and Chair are working with President Roellke, will link several faculty reps with board committees starting in January
- Communication and Feedback
 - Faculty Satisfaction survey: results soon!
 - Quantitative in November
 - Qualitative in January/February – need some expertise!

DIVERSITY IN THE CURRICULUM: ACADEMIC AFFAIRS COMMITTEE

- General Education
 - One course on race or a course designation?
 - Added to gen ed or taking the place of something else?
- Department/program level work
 - We want to hear what faculty are doing!



OPEN DISCUSSION / COMMENTS