

To: Student Leaders
From: AS&E Deans Hall, Alexander, Barker, Culver, Heinzelman, Olivares, Runner, Tarduno, Vamivakas
Date: July 20, 2020
Re: Topics from "Petition Reloaded" discussed at 7/14 meeting

Please see attached meeting notes for attendance, discussion overview and the group chat transcript.

Thank you very much for agreeing to meet with us last Tuesday. While the hour went very quickly, we believe that we covered many important topics, and we all look forward to continuing this collaborative work.

Equity and inclusion are, as we indicated, central to the success of Arts, Sciences and Engineering, as defined last year in our [priorities document](#). While we have more progress to make, we assure you that we are committed to doing so.

Please see below for summary responses to the topics we discussed in the meeting. Also below are some reactions to the set of topics we did not have time to discuss, which you may find helpful in preparation for our next meeting.

Frederick Douglass Institute (FDI)

AS&E has been conducting a search for a full-time director of FDI since the fall of 2018. The search in 2018-2019 yielded several outstanding candidates to whom offers were made. However, these offers did not result in a hire, due to various candidate's personal situations. Currently, despite the university's hiring freeze, Dean Culver is in active negotiations with a candidate for the directorship who was identified in the more recent 19-20 search. This candidate, if hired, would start next July. We anticipate having a firm answer by mid- August. Interim Director Kristin Doughty has the full support of the Deans.

The Deans are supportive of the issues raised in the petition concerning the Institute, and each of the concerns stated (moving to department status, hiring more faculty, funding additional undergraduate research) have been an integral part of discussions with all candidates, including the current finalist for the Directorship, as well as Professor Doughty.

Douglass Leadership House

Facilities: Dean Runner is reaching out directly to students living in DLH to address their concerns. A walk through will be scheduled by July 27th with Greg Meyer, Senior Operations Officer for AS&E, Dean Runner and several members of the house. All necessary physical maintenance issues will be addressed by the end of August.

Permanency/occupancy: Dean Runner has reached out to Ivana and Sasha to ask them to collaborate on developing a solution with support from the Office of Equity and Inclusion. Additional information will be forthcoming shortly.

Admissions

While Admissions was not directly addressed in the petition, Dean Alexander was present at the meeting, and aspects of admissions were raised, including Meridian training, actively pursuing RCSD students, particularly those from East, recruiting from Upward Bound, and more. New to the role on

June 1, he is eager to learn more about the experiences of underrepresented students on campus, and will schedule time to hear from diverse student leaders

Remaining topics

Due to time, we were unable to address the remaining topics in the petition, and wanted to provide some information here, prior to our next meeting.

Faculty Hiring

AS&E currently requires training on best practices in hiring, including avoiding bias and ensuring a diverse pool of candidates, for all faculty who serve on search committees. This training is led by our Faculty Development and Diversity Officers, Beth Olivares and John Lambropoulos, along with Dean John Barker. Our faculty is not as diverse as it should be, and is not as diverse as many of our peers. The following shows our tenure track faculty over time, by gender and ethnicity.

Year	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
Total	297	311	307	328	325	338	349	348
URM	14	15	13	15	15	14	15	15
% URM	4.70%	4.80%	4.20%	4.60%	4.60%	4.10%	4.30%	4.31%
Women	61	67	70	77	77	82	82	83
% Women	20.50%	21.50%	22.80%	23.50%	23.70%	24.30%	23.50%	23.85%
Year	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	
Total	351	362	357	361	370	370	382	
URM	17	19	22	24	27	27	31	
% URM	4.84%	5.25%	6.16%	6.65%	7.29%	7.29%	8.12%	
Women	84	86	88	90	92	94	104	
% Women	23.93%	23.76%	24.65%	24.93%	24.8%	25.4%	27.2%	

We clearly have more work to do. We invite you all to participate in a discussion specifically on this topic, so that we can provide you with information on the processes and data.

Harassment policies

The University’s official definition of harassment can be found in [Human Resources Policy 106](#). This was revised in early 2020; and is also scheduled for revision in 2020-2021. Dean Olivares is part of this committee, and along with Dean Hall, has recommended to Associate Vice President Tony Kinslow that a student leader from this group be added to the committee, as well as a graduate student.

Conduct

The [Standards of Student Conduct](#) that govern student behavior across the institution do not specifically call out racial harassment. Dean Runner is convening a committee which will include students, with instruction to have initial recommendations to him by September 15th on potential revisions.

Bias-related Incidents and Reporting

We agree that annual reporting to the university community of incidents of bias on campus is very important. The Bias-Related Incident Executive Team (Runner, Olivares, Burns, Burnett, Guzman-Rea), report out to the College Diversity Roundtable (CDR) on a semester basis. A report on the 2019-2020 academic year, and a four year overview, are currently being prepared and will be released on-line by August 1.

We understand that students may want to know what exactly happens to a person who perpetrates a bias-related incident. We commit to ensuring the most transparent reporting possible, while retaining necessary confidentiality, and clearly explaining why some of the information needs to remain confidential.

Because this system is now being used by students in the other schools of the university, the site is undergoing a revision, and more changes in the system may be coming.

Reporting

We believe that transparency and availability of information in a timely manner are key to trusting relationships. Historically, the College Diversity Roundtable has been the mechanism for this distribution of information. We will continue to use the CDR to inform and collaborate with student leaders. In addition, we will hold open meetings each semester with all of the deans to hear and respond to student concerns. Dean Olivares will hold bi-weekly open office hours or meetings with student leaders to ensure that the issues in the petition, and others, are appropriately addressed in a timely fashion. She will also begin a regular electronic communication for students, staff and faculty on issues of race, equity, and inclusion across AS&E.

The following are outside of the authority of AS&E and need to be addressed with others. We have communicated your demands, and provide some additional information below.:

University Counseling Center staffing

We have communicated your request that UCC hire more therapists of color to Brigid Cahill, Director of UCC, and Ralph Manchester, Director of UHS.

Department of Public Safety

As discussed in the meeting, the arming of Public Safety is a presidential decision. We do want you to know, however, that many AS&E faculty and staff are also strongly opposed to the arming of officers on campus.

University Business Relationships

The contract with Aramark, the approved caterers, and the decisions to build housing/offices in the 19th Ward are all held in the office of Holly Crawford, Senior Vice President for Administration and Finance. Any decisions in these areas would be made by the president. However, in AS&E, when and where possible, we will work with local minority-owned businesses to help them become approved caterers or suppliers for the university.