

University Senate Agenda September 18, 2020, 2:00-3:15, Webex
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**2:00-2:30**

1. Approval of agenda
2. Introduction of visitors
3. Approval of minutes from May meeting
4. President's report
  - a. Introduction of Senate officers: DeMond Miller (Vice President), Christine Larsen-Britt (Secretary)
  - b. Calendar for 2020-2021 (separate file)
  - c. Dates T&R files are due to departmental committees:  
Applying for tenure: October 2  
Applying for Fifth and/or Sixth Year contracts: September 11  
Applying for Third and/or Fourth Year contracts: November 15  
Lecturers: March 1  
**Note:** Those are suggested dates, since candidates should provide their packet to the Departmental committee approximately two weeks before that committee must transmit the packet and their recommendation to the Senate and Dean.
  - d. COVID updates:
    - Number of infections; lag time in reporting
    - Sentinel testing to include students living off campus
    - Dashboard to probably include positivity rate, other data
    - Inform Scott Woodside if students tell you they're positive. Do not inform the class.
    - Remote instruction
    - Spring semester
  - e. Professional Staff Senate Exec Group
  - f. Suggestions for improving Canvas: Kim Poolos, chair of Tech Resources Committee
  - g. Sabbaticals?
  - h. Senate office hours: By appointment only
  - i. Update on Zoom
  - j. Dance Studio: August
  - k. Discovery Hall: mid-February
  - l. Fall curriculum deadlines: Proposals must be approved by the Department, Dean, and College by Friday, September 25. Proposals received by the Senate after September 25 but on or before October 2 may or may not be reviewed during the Fall semester. Proposals received after October 2 will be reviewed in the Spring 2020 semester.  
Spring curriculum deadlines: Proposals must be approved by the Department, Dean, and College by Friday, February 12. Proposals received by the Senate after February 12 but on or before February 19 may or may not be reviewed during the Fall semester. Proposals received after February 19 will be reviewed in the Spring 2020 semester.

**Note: All submissions will be through the OnBase workflow software.**

**2:30-3:10**

5. Update on Budget (Chris Simons)
6. Internship legal documents (separate files)
7. Graduate concentrations (separate file)
8. Ratification of Senate Committees (separate file)

**3:10-3:15**

9. New business
10. Adjournment

## **Resolution to Recommend the adoption of Diversity & Inclusion Councils across all Disciplines and Departments at Rowan University**

**Whereas;** in 2016, the University Board of Trustees adopted a university-wide Statement on Diversity with the purpose to emphasize the University's commitment for engaging the community in activities, practices, and discussions that promotes inclusion, intellectual and individual growth, and goal setting to uphold the institutions statement of principles.

**Whereas;** the university has introduced the Creation of the Division of Diversity, Equity and Inclusion to cultivate the envisioned outcomes in creating advocacy for all members of the Rowan community in the advancement of social, economic and educational equity.

**Whereas;** during the Third Annual Diversity Summit 2018, members of the Rowan University community verbally expressed documented concerns for the lack of communication and isolated diversity efforts among university departments regarding diversity and inclusion efforts at the institution.

**Whereas;** concerted Diversity and Inclusion practices in the workplace creates work environments where employees can share their ideas, take risks without fear and ultimately, encourages everyone to actively break down barriers, or de-silo, within an organization. Collaborating and engaging through initiatives that includes multiple voices and ideas strengthens team bonds.

**Whereas;** our-year college degrees are increasingly valuable in the workplace, while the graduation gap reports have illuminated the inequities in the institution's performance, Diversity and Inclusive practices in each college could interrogate existing practices and develop strategies that will elevate the performance of their students.

**Be it Resolved;** the Senate Diversity Committee recommends the adoption of *Diversity and Inclusion Councils* in all units across the university and academic departments at Rowan University, be formulated to identify specific needs, opportunities, deficiencies, and long-term and short-term goals to meet the institutions diversity and inclusion mission and principles.

### **Rationale**

Diversity & Inclusion Councils (DIC) across the university provides all members of the community to share in being responsible for and advancing the institutional, college, departmental, and personnel diversity and inclusion goals. Moreover, at the departmental level the needs or criteria for meeting diversity goals may be very different in context and need. The desire to include or infuse a diversified offering for authors in the English department may be a priority, whereas recruiting more women into the sciences may be the focus in that area. Diversity and inclusiveness have varied definitions or lenses for both individuals, collective bodies, or

institutions. The DIC can provide an increased ability for the existing fragmented or siloed conversations to connect with the newly formed divisional level council.

**Said Councils;** Council Membership can be 2-4 members who identify; long term goals, short term Goals, staffing, pedagogical/curriculum goals, specific to their area and discipline.