

2018-2019  
**UNIVERSITY SENATE ANNUAL COMMITTEE REPORT**

**Committee Name: Senate Diversity Committee**

Number of Meetings Held this Year: 5

Committee Chair: JT Mills

Committee Members: (list here)

Adrian Barnes	Christine Davidan	Alicia Groatman
Aiguo Han	Patrice Henry-Thatcher	Joseph Higgins
Tiffany Samsel	Rachel Shapiro	Karen Stesis
MaryBeth Walpole	Denise Williams	
Yasmine Abed (SGA)	Riccardo Dale (SGA)	Kyle Perez (SGA)

**Purpose of/Charge to Committee:** Monitors diversity throughout all areas and for all members of the Rowan University community, with special attention to issues of social justice; recommends practices and policies that will enhance diversity at Rowan; and assists in the development and establishment of such practices and policies.

**Summary of Activities this Year:**

Revisited and discussed the achievement gap which led to the committee drafting a resolution: *The Resolution to Recommend the adoption of Diversity & Inclusion Councils across all Disciplines and Departments at Rowan University* which was passed by the Senate Executive Committee on April 7<sup>th</sup>, 2019.

Supported programming within the Office of Social Justice, Inclusion & Conflict Resolution

Invited Soumitra Ghosh, AVP for Student Recruitment to a special Dining for Diversity where he detailed the Office of Admissions strategies to increase diversity at Rowan.

Sponsored the 6<sup>th</sup> Annual Excellence in Diversity Awards Ceremony for faculty, staff, and students as part of the SJICR Diversity and Inclusion Week.

Excellence in Diversity for Scholarship RECIPIENT: Ruben Britt  
Excellence in Diversity for Social Activism RECIPIENT: Kate Kedley  
Excellence in Diversity for Social Activism Group RECIPIENTS: Katie Barillas and Steve Fernandez  
Excellence in Diversity for Scholarship RECIPIENT: Stephen Cobb  
Excellence in Diversity for Social Activism RECIPIENT: Rbrey Singleton  
Excellence in Diversity for Social Activism Group RECIPIENTS: Madison Roberts, Pascale Molina, and Caitlin McElwee

## **2018-2019   COMMITTEE SUGGESTIONS & RECOMMENDATIONS**

### **SUGGESTIONS:**

Each year, the Committee continues to be concerned about the data gathered indicating problems in Rowan's graduating and retaining students of color. A suggestion is to hold at least one joint meeting during FY19-20 with the Senate Retention Committee to review progress, and brainstorming additional strategies necessary to decreasing the gap.

The Diversity Committee should revisit the 2010 and 2016 Educational Trust Fund reports that highlight the achievement gap at public four-year institutions for which Rowan is in the higher percentile. The committee can be a force in developing practices and collaborations to reduce the gap.

A budget should be developed for the Senate Diversity Committee to support the annual sponsorship of a diversity topic selected by the committee, as well as the Excellence in the Diversity Awards and the celebratory dinner, and various other functions or activities, i.e. guest lecturers and speakers.

The Diversity Committee should engage in research on developing ways to promote listening, acknowledgement, and understanding by administration, faculty, staff, and students, regarding issues related to discrimination, marginalization and safety.

The Diversity Committee should develop and maintain a diversity calendar of campus events and activities that encompasses all of Rowan's campuses.

The Diversity Committee should develop an "open voice" opportunities for the LGBTQIA+ faculty/staff to discuss concerns and issues.

The Diversity Committee should revisit the "Voices of International Students Panel (2017)" to gauge that populations needs and develop practices in conjunction with the Office of International Student Affairs and the Multicultural Center-SJICR.

### **RECOMMENDATIONS:**

The Diversity Committee recommends the development of an *SJICR Fellow* who would complete a relevant scholarly/creative project centered on social justice and equity that will support a special honors course and also benefit the Rowan community.

The Diversity Committee partner/support the committee that is developing the certificate program, Teaching the New Jersey Mandates.

The Diversity Committee should be more aggressive in their efforts to address/support diversity, inclusion, equity and social justice practices on all of Rowan's campuses.

The Diversity Committee should promote the expansion of lactation centers on Rowan's campuses.