

Senate Executive Committee Agenda  
Friday, April 19, 2019 at 2:00 PM in Lib 404

1. Resolution to Recommend the adoption of Diversity & Inclusion Councils across all Disciplines and Departments at Rowan University (J.T. Mills, page 2).
2. Update on Evaluation software.

## **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: (Future trends that impact higher ed) Jobs the academic achievement gap reports xxx have illuminated the institutions past performance in areas of and offices to 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 a 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 new 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.

