



Resolution Policy

	Action Item
	For Information Only

Date: May 21, 2019

RE: Senate Resolution – 190521-2

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 promote 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 about 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 create work environments in which employees can share their ideas, take risks without fear, collaborate and engage through initiatives that include multiple voices and ideas, strengthen team bonds, and, ultimately, encourage everyone to actively break down barriers, or de-silo, within an organization.

Whereas; four-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 an opportunity to share in responsibility 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 diversified offerings 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, and pedagogical/curriculum goals specific to their area and discipline.

Office of University Senate
Campbell Library
201 Mullica Hill Road
Glassboro, NJ 08028

856-256-4515
rowan.edu/senate