

AGENDA
Diversity and Internationalization Committee Meeting
Angela Pashia, Committee Chair
Wednesday, Nov 28, 2018, 2pm, Ingram Library Conference Room

I. Call to Order

II. Attendance

III. Approval of minutes from previous meeting

IV. Discuss committee meeting dates/times for spring 2019

1. Senate meeting dates for spring: Jan 25; Feb 22; Mar 29; Apr 19

V. Information item: Next meeting date for discussion of course evaluations with TLA committee: January 18th at 12:30 pm in Humanities 303

VI. Review and discuss progress on UWG Faculty Senate Resolution on Diversifying the Faculty (recommendations copied to page 2 of this agenda)

VII. Liaison reports

1. President's Commission on Campus Inclusion
2. Office of Education Abroad Advisory Council
3. Center for Diversity and Inclusion
4. International Student Admissions and Programs
5. Student Council report

VIII. Other business?

IX. Adjourn

Recommendations

Therefore, the Faculty Senate, in support of UWG's culture of inclusion and collaboration, urges appropriate institutional actors to take action in pursuit of the following objectives:

1. UWG's commitment to supporting its diverse student body shall be exemplified through the implementation of clearly-defined and legally-sound processes towards diversifying the faculty across all academic units (best practices' examples include but are not limited to):
 - a. support and accountability for deans and faculty search committees in instituting training that broadens perspectives and addresses unconscious biases;
 - b. job descriptions that reflect UWG's values, including the value of inclusiveness;
 - c. active recruitment of faculty that will diversify the applicant pool;
 - d. consistent processes and reviews of the faculty search process;
 - e. selection and hires of faculty with demonstrated commitment/experience to serving a diverse student population and in alignment with UWG values;
2. Beginning with the 2018-2019 Academic Year, faculty hiring processes (inclusive of search committee membership, applicant pool, and hires) shall be tracked and reported (to include gender and other historically underrepresented groups). This annual report shall include a report on any initiatives at UWG designed to improve faculty representation of underrepresented groups and benchmark trends in employment and promotion rates;
3. Implementation of and accountability for onboarding and mentoring programs to support junior faculty in timely progression towards promotion and tenure; and
4. All elected faculty senators serving on the Senate lead by example and participate in search training that helps minimize unconscious biases.