

Faculty Senate Committee on Diversity & Internationalization
August 27, 2021 Meeting Minutes

Minutes Approved September 1, 2021

Present: Tijan Drammeh, Mike Hester (chair) , Brett Reichert, Anne Barnhart, Erin Williams, Lourdes Cody, Taylor Bryant, Mary Kassis, Chelsea Morris, Su Jara-Pazmino, Satyanarayana Swamy-Mruthinti

Notes from meeting:

- Meeting began at 10:04am
- Members introduced themselves
- The charge from the Faculty Senate Chair for this committee to address study abroad is noted.
- Discussion ensues on question of what issues/topics this committee should focus on in AY22:
 - Director of the OEA. Those familiar with the process shared that there was a discussion of how to organize the unit. The director position will be an internal search. Dr. Doyle had handled the J-1 visa process for international student scholars, which is a significant task the new director will be responsible for. Those who had served on the Education Abroad Advisory Council indicated the meetings of that council struggled at times to understand the administration's vision for OEA.
 - It was suggested to focus on D&I on our campus as well. Concern was expressed for the continuing lack of diversity among faculty, especially the imbalance of diversity with regards to race/ethnicity – with much more diversity in our student population than the faculty/staff. Perspective was shared as to UWG's track record on this issue over the last 15 years, with the 2017 Faculty Senate Resolution which attempted to address the problem.
 - Questions were raised about the work that used to be done by the CDO, the status of proposed plans to reorganize upper administration to divide the CDO job into three different positions.
 - Updates were provided on the Seamless Integration Team, with members noting the recent changes to create leadership positions in the team and President Kelly stepping back to allow the team more freedom to work. These team leaders include Drs. Andrea Smith and Natasha Ramsey-Jordan, both of whom have agreed to speak with this committee in a future meeting to update us on that team's work.
 - Questions were asked about how the Seamless Integration Team was constituted and its processes for collecting information, which led to a broader discussion of data collection and analysis of all the DEI work being done across campus. There was agreement that publicizing the work being done by colleges and schools would be helpful, with the School of Nursing and the College of

Education cited as examples of academic units that have developed statements on DEI to guide their policies and processes.

- One idea suggested was for some kind of representation/publicity (e.g., something on name tags) that indicated the variety of languages spoken by faculty/staff
- It was advocated that UWG needs to address how faculty can successfully engage international students, emphasizing that additional training is likely necessary.
- Questions were asked about the commitment of upper administration to DEI issues, with several members noting the opacity of communication and general confusion regarding many of the changes occurring on campus exacerbating doubts about the level of commitment. Also suggests “we need visibility on campus” for potential students. As one member stated succinctly, it is time for action, not merely words. Consensus developed on the need for this committee to identify specific policies that can be advocated.

- Based on the discussion of the committee, the following summarizes the issues it will be focused on in AY22 (not in order of importance or priority):

- A. Office of Education Abroad and study abroad programs
- B. Faculty preparedness for and practices toward creation of an inclusive environment for international students on campus
- C. Faculty Diversity & Inclusion, specifically the imbalance of % of faculty of color compared to the student population
- D. DEI on Campus - effective collection and dissemination of information regarding DEI efforts across campus.

The meeting ended at 11:00am.