

University Faculty Senate Committee on Equity, Inclusion, and Diversity

Timothy W. Gerken
Spring Plenary 2019

Committee Charge

The Committee on Equity, Inclusion, and Diversity will concern itself with issues pertaining to equity, inclusiveness, and access, as they are reflected in the curriculum, student body, and personnel of the State University. Among the activities of this committee will be collecting and disseminating information, organizing periodic meetings and workshops, and providing guidance and recommendations to the Senate so that it may act with the best intentions of all people in mind.

Committee Members

Chair: Timothy W. Gerken, Morrisville State College (gerkentw@Morrisville.edu)

Timothy Chevral, Rachelann Copland, Sherri Darrow, Walter Little, Phillip Ortiz, Laura Pierie, Dana Prather, Ronald Saletsky, Aida Sy, Sanikka Grant, Betty Wambui, and a member from SUNY ODEI.

Summary of committee actions since previous plenary

1. The main focus of the winter months was transitioning the CID *Building Bridges to Academic Careers for Minoritized Students* into the PRODiG workshop with Dr. Tom Sinclair from SUNY Binghamton and Vice Chancellor and CDO Dr. Teri Miller. The workshop had over 90 participants and was held March 1st and 2nd at SUNY Binghamton. The workshop brought together CDO's, Provosts, faculty, staff, and SUNY System administrators with the goal of informing campuses about completing the PRODiG guidelines issued to campuses, which are currently due in July.

Outcomes for consideration at the plenary and to share with your campus

1. Our campuses will only begin to meet the goals of the SUNY 2015 BOT Diversity Resolution and the goals of the Governor's and Chancellor's PRODiG initiative when we adopt continuing appointment/promotion procedures that support the goals of SUNY. The UFS Operations *Report on the Gender and Ethnic Composition of State University of New York Faculty 1995-2015* clearly shows our efforts at diversifying the faculty have not kept up with our diverse student body. As the diversity of high school graduates in NY State continues to grow, our ability to recruit, retain, and graduate these Historically Underrepresented Minority Students will depend on having a diverse faculty. Creating pathways to continuing appointment/promotion that value all 5 of the areas listed in the BOT guidelines will begin the process of helping to ensure that SUNY has the faculty it needs to stay viable, innovative, and a leader in academic excellence.

Outcomes/queries for UFS Senators to share with their campus

1. Please inquire about the PRODiG initiative on your campus and help faculty/staff understand the need to support pathways to continuing appointment/promotion that support SUNY's mission.
2. Please fill out the [Campus Follow up to resolutions form](#) on the UFS website, so we can track campus responses to the resolutions.