

CAL Diversity Council Minutes November 8, 2017

Appointed Members:

Chair: Heather L. Scheuerman scheuehl@jmu.edu Justice Studies

Members:

Jennifer Byrne	byrneje@jmu.edu	Political Science
Stephen Chappell	chappesx@jmu.edu	History
Beth Eck	eckba@jmu.edu	Soc/Anth
Frances Flannery	flannefl@jmu.edu	Phil/Rel
Adrienne M. Hooker	hookeram@jmu.edu	SMAD
Yenisei Montes de Oca	montstesyx@jmu.edu	Foreign Languages
Elizabeth Pass	passer@jmu.edu	WRTC
Isaac Woo	woocw@jmu.edu	SCOM
Gregory Wrenn	wrenngj@jmu.edu	English

Sitting Members:

Chris Arndt arndtjc@jmu.edu Interim Dean of CAL

In attendance: Heather Scheuerman, Jennifer Byrne, Stephen Chappell, Beth Eck, Frances Flannery, Adrienne M. Hooker, Elizabeth Pass, Isaac Woo, Gregory Wrenn, Chris Arndt, and Marilou Johnson (invited).

1) The Council reviewed announcements regarding upcoming events and resources relating to diversity, which consisted of:

a) 12th Annual Diversity Conference

The deadline to submit proposals for the Conference is Friday, December 1, 2017. The Conference will be held on Wednesday, March 14, 2018 at the Festival Conference and Student Center. For more information see:

http://jmu.co1.qualtrics.com/jfe/form/SV_bO6dGGBkz4H6CtT

b) Innovative Diversity Efforts Award (IDEA) program

Awards of up to \$4,000 each will be made during the Spring 2018 semester for the 2018 – 2019 academic year. The deadline is Monday, January 15th by 5:00pm. For more information see: <http://www.jmu.edu/diversity/programs-and-events/idea.shtml>

c) Provost's Faculty Diversity Curriculum Development Grants

The Provost has dedicated \$18,000 for six awards of up to \$3,000 each, for work to be accomplished during the fall 2018-spring 2019 academic year. The deadline is Friday, January 12th by 5:00pm. For more information see: <https://www.jmu.edu/academic-affairs/diversity/grant.shtml>

d) Madison Collaborative: Ethical Reasoning in Action

Heather Scheuerman recently met with Bill Hawk and Lori Pyle of the [Madison Collaborative](#) in order to discuss how the 8KQ can be used to address unethical and bias-related incidents. Rather than only using the 8KQ as an introductory exercise, these questions can be integrated within a course. The Collaborative offers research funding to faculty who wish to empirically assess how ethical reasoning can be used in the classroom. Elaboration on the use of the 8KQ and funding opportunities will be discussed at a later date.

e) Updating CAL Diversity Resources

Heather Scheuerman recently updated the list of diversity resources on a working document to reflect the suggestions that were announced at the October meeting of the CAL Diversity Council. This document will be posted on the CAL Diversity Council website at a later date after receipt of feedback from the Council.

f) Provost Letter

The Council signed a letter to the new Provost that advocates for a campus climate study.

2) Jennifer Byrne summarized issues that were raised during a [Social Justice Retreat](#) that was conducted by CFI. Specifically, faculty who focus on social justice desired to have a better network of those working in the area so as to discuss common issues that they experience in the classroom and in their work. As the creation of this type of network is beyond the scope of the Diversity Council, the Council discussed how CFI, the Center for Civic Engagement (<https://www.jmu.edu/engagement/civic/>), and recent funding opportunities centered on engagement could serve as appropriate resources to assist faculty who desire to pursue these aims. In addition, it was suggested that an informal listserv be created by those who wish to network with others concerning social justice issues.

3) Presentation of COACHE survey results and discussion of New Point Strategies diversity and inclusion dialogues

Marilou Johnson discussed the COACHE survey results (<https://www.jmu.edu/academic-affairs/policies-and-reports/coache.shtml>), which highlighted certain diversity-related issues. Specifically, participants differed in their responses based on gender and race. Despite certain high overall rankings JMU received in comparison to peers and its cohort group, campus climate emerged as a weakness. The report highlights that JMU received the lowest scores in regard to the satisfaction rates of underrepresented minority (URM) and faculty of color (FOC) (see p. 1 – *Executive Summary*). It was suggested that some of these issues could be addressed at the unit level in regard to having discussions about workload that goes unrecognized or have diversity dialogues facilitated by Art Dean and David Owusu-Ansah from the Office of Access and Inclusion.

One of the recommendations of this report was to hire an outside consultant to address “campus-wide diversity issues” (p. 2 – *Executive Summary*). Provost Benson was supportive of this idea and a parallel effort to discuss diversity issues already underway was used to assist in satisfying this recommendation. New Point Strategies was hired as an external consultant to discuss issues related to diversity. As part of this initiative, this external consultant has four visits with certain groups: academic unit heads, Academic Council, and Diversity Councils. Members of these groups have the option to attend these visits, which are designed to build upon each other. Information regarding the status and outcomes of these visits will be distributed when available.

The focus on diversity and inclusion came from JMU’s strategic plan (https://www.jmu.edu/jmuplans/docs/Strategic_Plan.pdf). Faculty Senate will be monitoring the implementation of the recommendations of the COACHE survey (see p. 2 – *Executive Summary*).

Respectfully submitted,

Heather L. Scheuerman