

12/11/17 email

Hi Gary,

Here's the verbiage from the College of Agriculture regarding Diversity, Equity and Inclusion. I'm especially drawn to the single sentence in the PD. My thinking is that this language, although very generic and not very action oriented, is still in the PD. That means it has to be discussed in the Annual Reviews and the criteria for how well, or not well it is carried out is up to a department and or College culture. I also think if it is in the PD, then it should be discussed in P&T cases as well. Again, it is not prescriptive (you like that analogy!), rather it leaves it open for interpretation, yet something is required and must be discussed. I know this is a low bar, but it is a start and one that I hope will not be too controversial.

Any thoughts? Again, I don't really think the P&T committee needs to weigh in on this as the language in the Faculty Handbook has already been changed.

Thanks Gary,

Bob

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**From:** Nunnemaker, Vickie

**Sent:** Sunday, December 10, 2017 8:29 PM

**To:** Mason, Robert T

**Cc:** Nunnemaker, Vickie

**Subject:** CAS

From Jeff Sherman:

In Position Summary:

Oregon State University and the Division are committed to maintaining and enhancing a collaborative and inclusive community that strives for equity and equal opportunity. All employees of the Division are responsible for helping to ensure that these commitments are achieved. In addition, this Education Coordinator will design, develop, maintain and/or carry out Division programs to ensure that all people have equal program participation opportunities.

In PD:

Contribute to equity, inclusion, and diversity as part of the assigned duties and/or service.

Vickie Nunnemaker

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