

## **Appendix B: Diversity Council**

Interviewed: Dwaine Plaza and Ron Metoyer, Chairs (in consultation with the entire committee)

Interviewer: Stacey Smith, Member, Committee on Committees

Date of Interview: May 2, 2014

### Responses/Discussion of the assessment guide questions:

1. The Standing Rules describe the committee's activities accurately and thoroughly. The composition of the committee is in line with the requirements set out in the Standing Rules, except that there are currently no student members. The committee did revise its standing rules regarding the composition of its ex-officio members during AY 2011-2012 to reflect the consolidation of the Offices of Affirmative Action and Equal Opportunity, Community and Diversity, and Women's Advancement and Gender Equity into the Office of Equity and Inclusion.
2. The function of the committee over the past few years has been consistent with the Standing Rules. At the request of the Faculty Senate, the committee has developed and implemented a survey of teaching and professional faculty about diversity at OSU. The committee is now analyzing and interpreting the data to report to the Faculty Senate in the fall of 2014. The committee has also been involved in discussions with the Office of Equity and Inclusion about diversity issues on campus.
3. The committee regularly submits its annual reports, and all of them are available online at the Faculty Senate's website. The reports cover the committee's activities thoroughly, and outline the processes by which members drafted the diversity survey, the outcomes of their work, and the timetable for reporting their findings to the Faculty Senate (although the timetable has changed substantially since 2013).
4. The committee currently has no student members, but the members hope to recruit some for next year. Students involved in the Multicultural Taskforce and the OSU Cultural Centers might be particularly interested in participating. Reaching out to them would enhance student participation on the committee.
5. The committees' work directly aligns with OSU's strategic plan. One of the core principles of the strategic plan is that diversity enhances academic excellence, and OSU is committed to creating a welcoming, inclusive, and respectful environment for diverse people. By studying diversity at OSU, and consulting with other campus offices to create strategies for enhancing diversity through recruitment and retention, the committee helps OSU achieve the goals of the strategic plan.
6. The committee adds value to the university by keeping the Faculty Senate apprised of diversity issues on campus, collecting and reporting data about diversity, and contributing to discussions about diversity in the Office of Equity and Inclusion and the Difference, Power, and Discrimination program.
7. The committee meets frequently (at least once every other week) and actively pursues the mandates of the Faculty Senate. It does not need to be discontinued.
8. The Diversity Council is the leading Faculty Senate body that deals with diversity questions on campus. See the description above for a summary of the committee's activities in this regard.