

Diversity Council

Annual Report 2012-2013

Activity Report

The Council met regularly during the academic year with nine (9) monthly meetings before the end of the year. Sub-groups from within the council met outside of the regular monthly meeting.

During that time, the Council focused on the following:

1. **Charge** – The Faculty Senate President (Kevin Gable) charged the Diversity Council with the task of exploring current attitudes, opinions, and experiences of all faculty members represented by the Faculty Senate, on a variety of diversity issues.
2. **Identifying Diversity Issues** – The Council began by reviewing the Diversity Plans from 30 other universities. The goal was to come up with diversity issues that were common across the country. Ultimately, we were also going to use the diversity issues from other campuses to structure a new diversity survey for OSU.
3. **Survey Themes** – Some of the themes that the Council focused on were: How are diverse faculty being treated on campus? How are the faculty adjusting to the structural changes at OSU? How accepting are faculty for the diverse student backgrounds that are coming on campus?

The Diversity Council met to work through a draft survey. After eight iterations of the draft survey, the faculty Diversity Council came up with a final version of an OSU diversity survey. The survey was pilot tested in May 2013. We used the feedback to make changes to the survey. A refined version of the diversity survey was presented to the Faculty Senate Executive Committee in late May. In June Dwaine Plaza and Evviva Weinraub presented an updated diversity survey to the Faculty Senate members. We finalized the survey in early June. The survey will be disseminated in October 2013 using Qualtrics online platform. [The final survey instrument](#) contains 23 questions. The survey will remain open for three weeks starting in early October. We will send out three reminder emails once the survey is disseminated. We are hoping to get at least 500 responses to the survey by November. The results of the survey will be analyzed by the faculty council members in November/December 2013. The faculty council will produce a final detailed report of the results of the diversity survey to the Faculty Senate Executive Committee in January 2014. The Diversity Council is willing to make a formal presentation of the diversity survey results to Faculty Senate Executive Committee and the Faculty Senate membership in the winter/spring term.

4. **Student Membership** – We did not have a student member on the Council. No one came forward to any of our scheduled meetings. We hope in 2013 that a student can be identified to be on the committee.
5. **Determining a Focus for Council Members** – The Diversity Council's research will continue into the 2013-2014 academic year. We will report the

findings from the survey to the Faculty Senate Executive Committee and the faculty membership in 2014.

Membership 2012-2013

Dwaine Plaza, Chair '14	Sociology
Janet Lee '13	Women Studies
Evviva Weinraub (v. Koch) '13	University Libraries
Jo Alexander '14	Disability Access Services
Ron Metoyer '14	Electrical Engineering and Computer Science
Dawn Moyer '15	International Programs
Kim Nguyen '15	Speech Communication
Stacey Smith '15	History

Student Members –
– TBA
– TBA

Ex-officios –
Director of Equity and Inclusion (Angelo Gomez)
DPD Director (Michelle Bothwell)

Executive Committee Liaison – Janet Nishihara