

Community and Faculty Diversity Committee

Annual Report to the Faculty Council

April 25, 2014

Submitted by Prof. G. Rumay Alexander (Chair and Director, Office of Multicultural Affairs in the School of Nursing)

Appointed committee members (2013-14):

Last Name	First Name	Department	Term Expires
Adimora	Adaora	Medicine	2014
Alexander	Rumay	Nursing	2015
Grandes	Jayne	ADA/EEO Office, Interim Director	EO
Hurt	Christi	Carolina Women's Center	EO
Jones	Rudolph	ADA/EEO Office	EO
Mangum	Trey	Student Representative	2014
Monrose	Fabian	Computer Science	2015
Nguyen	Ping	Student Representative	2014
Vaidyanathan	Geetha	Economics	2015
You	Wei	Chemistry	2015

Committee charge in Section 4-18 of the Faculty Code of University Government: "(a) The Committee on Community and Diversity consists of five faculty members and two students appointed by the chair of the faculty. (b) The committee is responsible for fostering community and promoting pluralism in the University by encouraging social interaction, mutual acceptance, and respect among various groups on campus. The committee is especially attentive to matters generated by discrimination on the basis of age, race, gender, disability, religion, socio-economic status, national or ethnic origin, or sexual orientation."

"If you touch a spider's web anywhere, you set the whole thing trembling. As we move through and around this world, and as we act with kindness, or indifference, or indifference, or even hostility toward the people we meet, we too, are setting the great spider web a-tremble. The life I touch will touch another life, and that, in turn another, until who knows where the trembling stops or in what far place

and time my touch will be felt. You can't find a better way to quantify or qualify someone's legacy. Just think of the web you have set a-tremble."

Frederick Buechner

On August 27, 2013 Prof. Joseph Ferrell provided background about the committee's history. He said that the committee was formerly known as the Committee on the Status of Minorities and the Disadvantaged. It was appointed by the Chancellor and was first mentioned in the Faculty Code in 1971. Sometime between 1971 and 1984 the committee's composition was amended to include student representatives. The Black Faculty and Staff Caucus superseded the Committee on Black Faculty which was formed around the same time and abolished around 1996-97. Subsequently the Committee on Minorities and the Disadvantaged was renamed the Committee on Community and Diversity. The last committee report of record given to the Faculty Council occurred in 2000. In 2013, the committee was re-instituted by the chair of the faculty, Professor Jan Boxill.

The break in continuity of this committee's existence situates it as a new player in the governance structure of this higher education community and we are acutely aware of how much we have to learn and modest in our ambitions in serving this great academic institution. In our first year, priority has been given to understanding the scope of our work and the composition of the committee. We are currently scanning the entirety of UNC to identify issues impacting the ability of **human flourishing** for all in the family. As we continue to add members to the table in order for us to do our work, hold robust discussion and make the implicit more explicit, it has become evident that many of the most widely voiced issues are echoing from other entities within our university such as the Office of Diversity and Multicultural Affairs, identity centers, the Equal Opportunity/ADA Office and student governance groups. Topics of genuine aspiration or urgency that have bubbled up so far and will ultimately be prioritized and addressed to date are:

- Need for disaggregated data on faculty, staff and students;
- The identification of pipeline barriers at all levels within the community;
- Faculty diversity plans tied to strategic goals;
- Faculty salary equity;
- Equity in rank and tenure status;
- Monitoring and management of full- and part-time adjunct faculty;
- Making our campus more welcoming to diverse faculty and students;
- Lack of transparency of secondary appointment hiring practices which circumvent an open process;
- Need for Infrastructure and systems upgrades;
- A reporting requirement on URM and WIS progress and turnover in schools and departments.

At this point, what has been "set a- tremble" is a question begging to be answered. **Are we as a university organized to do this work?** We are not the committee to provide the answer but given that asking questions are a fateful act, we will put this question forth and will continue through our work to raise others.