

25 September 2007

To: CLS Diversity Committee

From: Ruthann Benson  
Interim Dean

Congratulations! You have been appointed or are continuing in your term to the CLS Diversity Committee. We are pleased that you will be representing your department on this important college committee.

In keeping with the by-laws of the CLS Diversity Committee, nominations for the committee were solicited from the college. The slate of nominees to fill vacant positions was presented to the CLS deans and department chairs/program directors for comment and review. The CLS Diversity Committee will be comprised of the following membership for the 07-08 academic year:

CLS Diversity Committee (7 faculty, 1 student and 1 associate dean)

Pinnell, Rich (Music – representing SAC) (3<sup>rd</sup> year)  
Candido, Mariana (History – representing humanities) (2<sup>nd</sup> year)  
Macias-Gonzalez, Victor (History – representing humanities) (1<sup>st</sup> year of 2<sup>nd</sup> term)  
Ngo, Dung (Psychology – representing social sciences) (1<sup>st</sup> year)  
Crutchfield, Susan (English – representing humanities) (1<sup>st</sup> year)  
Lan, Haixia (English – representing humanities) (1<sup>st</sup> year)  
Cary, Melanie (Psychology – representing social sciences) (1<sup>st</sup> year)  
Tobin, Casey (Psychology – representing social sciences) (1<sup>st</sup> year)  
Delariva, Rob (Student Representative)  
Martin-Stanley, Charles (Convener, Associate Dean)

The CLS Diversity Committee is charged with the following goals and strategies:

Goals:

1. To promote the mission of the committee: The Diversity Committee of the College of Liberal Studies is a standing committee that advises the Dean on matters of diversity affecting the College and facilitates the development of curriculum, teaching, research, and service on diversity issues
2. To identify and study diversity issues and concerns.
3. To identify the major barriers to its vision through on-going campus-wide dialogue.
4. To facilitate and promote on-going opportunities for members of the College of Liberal Studies to discuss diversity-related issues.
5. To help to create and maintain an environment that values diversity.

Strategies:

1. The Committee will develop and annually review and refine its long-term, goal-oriented strategic plan for addressing barriers to diversity.
2. The Committee will work with a broad range of students, staff, administrators, faculty, organizations, and offices both within and outside CLS to achieve the Committee's goals.
3. The Committee will collect, assess, and disseminate information on the goals identified in its strategic plan.
4. The Committee will use assessment procedures to refine its strategic plan.
5. The Committee will make recommendations to the Dean for enhancing programs, services, activities, and the curriculum concerning diversity.
6. The Committee will report on its efforts to the College and the campus community.

For the 07-08 academic year the committee is charged specifically with:

1. Continuing to assess department proposals for recruitment of new faculty for their capacity for recruiting a diverse faculty and make suggestions for how position descriptions and search procedures could be improved on in this regard.
2. In consultation with the Office of Campus Climate, exploring how CLS could use the findings of the Equity Score Card to implement programming to improve student retention and other areas of concern that were raised.
3. In response to the NCA (North Central Accreditation) Report, work to coordinate and strengthen diversity efforts within the college.
4. Developing a proposal for diversity training for CLS faculty, staff and administrators that could be begun in the 07-08 academic year and be offered on an annual and ongoing basis through sponsoring speakers and workshops. This diversity training could take many different forms, including training workshops for faculty for recruiting and retaining students of color. Explore how this training could be supported through grant and special funding opportunities.
5. Recommending how the college could support, recognize and reward departments and programs for outstanding diversity initiatives and/or individual faculty for the development of multicultural curriculum.

I would ask that the committee provide a report of committee activities and recommendations to the CLS Deans Office and the CLS Council of Chairs and Program Directors at the end of the academic year.

Associate Dean Charles Martin-Stanley will convene this committee. I can be available to meet with you any time you have specific questions for me. Best wishes for a successful year!