

Report to the Faculty Senate Executive Committee

Submitted on 4/12/17

By Glenna Bett

Faculty Senate Committee on Equity and Diversity

Charge:

This committee shall review, report and recommend to the Senate on issues and practices pertaining to:

- Affirmative action in the recruitment, appointment and retention of faculty members.
- Improvement of intergroup relations and communications.
- Reduction of prejudice at the University.
- Minimizing salary equity issues.

Roster:

Chair: Glenna Bett Obstetrics/Gynecology

Fenice Boyd Learning & Instruction

Lora Cavuoto Industrial & System Engineering

Glendora Johnson-Cooper Libraries (FSEC Liaison)

Christopher Mele Sociology

Marla Segol Jewish Studies

Margaret Sellee Graduate School of Education

Lakesha Simmons Transnational Studies – LEFT UB

Henry Louis Taylor Center for Urban Studies

Youfa Wang Epidemiology – LEFT UB

Hilary Weaver Social Work

Ex-Officio: Philip Glick Faculty Senate, Theresa Miller Diversity & Inclusion, Sharon Nolan-Weiss Equity/Diversity/Inclusion

Report Date: 4/12/17

Meeting History (meeting date, conference calls, major discussions): In person meeting 1/semester.

Major Objectives:

Improve Campus climate by making everyone feel they are a valued member of the UB community. This includes reducing prejudice and bias (both overt and unconscious) on the recruitment, treatment, and retention of all campus members.

Emerging Objectives:

Mandatory inclusion training for participation in key school and university committees. There are key University and School committees which have significant impact on campus climate, but there are no training requirements to be on most of these committees. We would like to see some mandatory training for these committees, so that members do not perpetuate behavior such as

unconscious bias, micro-inequities, etc.

Definition of Diversity. Diversity is defined in several different ways across the university. The committee has been discussing the various definitions. No consensus reached.

Campus wide efforts. We have reached out to the PSS committee on Equity and Diversity, and have joined in with some of their events, to improve the cohesiveness between faculty and staff. We look forward to more joint participation in the future.

Pay Equity Study. On-going.

Potential Work Products or Milestones for Completion of Objectives:

Timeline for Completion of Objectives:

Specific actions requiring FSEC approval:

FSEC Comments:

FSEC Approved