

Faculty Senate Committee Annual Report (2017-2018)

Respectfully Submitted by Glenna Bett, Chair

Faculty Senate Committee on Equity & Diversity
<p>Charge: This committee shall review, report and recommend to the Senate on issues and practices pertaining to:</p> <ul style="list-style-type: none"> • 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. <p>Roster: Chair: Glenna Bett Obstetrics/Gynecology Lora Cavuoto Industrial & System Engineering Kim Griswold, Family Medicine Henry Louis Taylor Center for Urban Studies Carine Mardorossian, English Christine Schaner Tooley, Biochemistry Hilary Weaver Social Work</p> <p>Ex-Officio: Philip Glick Faculty Senate Sharon Nolan-Weiss Equity/Diversity/Inclusion Margarita Dubocovitch, JSMBS</p>
<p>Report Date: May 9, 2018</p>
<p>Meeting History: In person meetings, 1-2 per semester</p>
<p>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.</p>
<p>Emerging Objectives:</p> <ul style="list-style-type: none"> • 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.

- University Policy on timing of critical meetings. Meetings held before 8:30 am or after 5 pm disproportionately affect faculty members with outside responsibilities such as childcare and eldercare. We would like to raise awareness of the consequence of meeting timing on faculty members.
- Numerous departmental and center webpages do not reflect the goals of diversion and inclusion at the University. We are working to raise awareness of how webpages are perceived by external visitors.

Potential Work Products or Milestones for Completion of Objectives:

Timeline for Completion of Objectives:

- Ongoing

Specific actions requiring FSEC approval:

FS Committee General Comments:

FSEC Comments: