

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: 8
DATE: February 18, 2021

**RECOMMENDATION**

**FACULTY AFFAIRS COMMITTEE: APPROVAL OF AGENDA AND MINUTES**

**ACTION REQUESTED**

It is requested that the Faculty Affairs Committee agenda for February 18, 2021 and the minutes of the February 13, 2020 meeting be received and placed on file.

**STAFF SUMMARY**

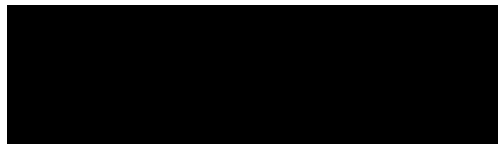
The topic for the February 18, 2021 Faculty Affairs Committee meeting will be Diversity, Equity and Inclusion Faculty Initiatives.

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

The proposed Board action has been reviewed and is recommended for Board approval.



January 27, 2021

\_\_\_\_\_  
**University Executive Officer**  
**Rhonda Longworth, Ph.D.**

\_\_\_\_\_  
**Date**

**EASTERN MICHIGAN UNIVERSITY**  
**Board of Regents**  
**Faculty Affairs Committee**

February 18, 2021  
10:45 a.m.  
201 Welch Hall

**AGENDA**

**Section 8: Agenda and Minutes** (*Regent Simpson*)

**Discussion Topic:** Diversity, Equity and Inclusion Faculty Initiatives

- Update on activities of Senate Task Force on Campus Climate, Race and Diversity Issues (*Dr. Barbara Patrick, Associate Professor, Political Science*)
- Update on Race Matters: Equity & Action in Higher Education and Beyond conference (*Dr. Judy Kullberg, Professor, Political Science*)

EASTERN MICHIGAN UNIVERSITY  
BOARD OF REGENTS

**FACULTY AFFAIRS COMMITTEE MINUTES**

February 13, 2020  
10:15 a.m.  
205 Welch Hall

**Attendees:** (seated at tables) Regent Baird (Vice Chair), J. Carroll, D. Clearwater, A. Ducher, S. Gray, R. Longworth, M. Rahman and Regent Webb (Chair).

**Guests:** (as signed in)

*Regent Webb* began the meeting at 11:00 a.m.

**Report and Minutes (Section 12)**

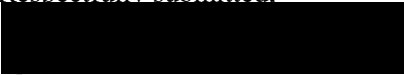
*Regent Webb* requested that the Faculty Affairs Committee Agenda for February 13, 2020 and the Minutes of the October 24, 2019 meeting be received and placed on file.

**Discussion Topics**

Faculty members spoke about their roles in student recruitment. They discussed exciting work that links EMU faculty and students to individuals who might consider joining the EMU community.

Provost Longworth introduced a new Strategic Enrollment Advisory Committee. The Committee is charged with gathering representative expertise, information, and guidance from campus stakeholders as we seek ways to enhance undergraduate and graduate student recruitment, enrollment, retention, timely graduation, and goal attainment.

Respectfully submitted,

  
Debbie Clearwater  
Executive Assistant  
Office of the Provost  
Academic and Student Affairs



EASTERN MICHIGAN UNIVERSITY

# **Faculty Initiatives on Race, Diversity & Inclusion**

Judith Kullberg, Professor of Political Science  
Past President, EMU-AAUP  
&

Barbara Patrick, Associate Professor of Political Science  
Chair of Faculty Senate Task Force on Campus Climate, Race &  
Diversity Issues

## **Introduction**

- Addressing issues of race, cultural diversity & inclusion at EMU
- What have we learned?
- Actions taken

## **Faculty Senate**

- Creation of Faculty Senate Task Force on Campus Climate, Race & Diversity Issues
- Assessing the environment
  - Student Listening Sessions on Diversity & Inclusion
  - Faculty Listening Session on Diversity & Inclusion
  - Campus Climate Assessment Survey

## **Faculty Initiatives**

- Faculty Workshop: “Race Matters: Equity & Action in Higher Education and Beyond,” July 29-30
- Diversity statements in syllabi (CAS) & curriculum
- Video modules expanding faculty access to diversity resources
- Events/talks on pertinent issues of race, diversity & inclusion

## **Race Matters Workshop**

- AAUP/Faculty Senate collaboration in the planning of the workshop
- Concern with climate and student retention
  - What can faculty do to overcome these challenges?
- Workshop Sessions
  - Implicit Bias
  - Race and the Ivory Tower
  - Systemic Racism
  - Cultural Competency in Higher Education
  - Mentoring Minority Students
  - Cultural Awareness in the Classroom and Curriculum (Syllabus)

## **Faculty Initiatives (Events)**

- EMU Standing Against Injustice, Summer 2020
- 3 Part Speaker Series “Race, Policing, & Social Justice in 2020: Looking Back & Moving Forward”
- “What Now? A Discussion with EMU Professors on the Aftermath of the 2020 Election”
- Multicultural Mentorship Model

## **Faculty Video Training Modules**

### Classroom Environment

- How to have difficult conversations in the classroom?
- Setting the tone for diversity in the classroom

### Understanding Bias and the Needs of Diverse Students

- Tools for teaching students who experience trauma
- Implicit bias and cultural competence (Moving from shame and guilt to change)

**Discussing the Future...**