

**CAMPUS DIVERSITY AND CLIMATE COMMITTEE  
ANNUAL REPORTS FOR 2010-2011 AND 2011-2012**

**I. Functions of the Campus Diversity and Climate Committee (CDCC)**

The functions of the committee, as outlined in *Faculty Policies and Procedures 6.27.*, are as follows:

**FUNCTIONS.** This shared governance body is advisory to the administration, the faculty, the academic staff, the classified staff, and the recognized student governance organization on campus diversity and climate policy, which strives to create an environment where each individual feels respected, valued and supported, while respecting academic freedom and freedom of speech.

1. Provides for faculty, staff, and student participation in long-range planning.
2. Meets twice annually with the chancellor and provost to discuss policy and progress.
3. Hears reports from groups, units, programs, and administrators.
4. Holds the annual campus-wide policy and progress forum.
5. Assists the administration in the preparation of annual reports to the UW System, Faculty Senate, Academic Staff Assembly, the Council for Non-represented Classified Staff, represented labor groups, and student governance body.
6. Meets periodically with deans and directors to discuss policy and progress.
7. Collaborates with other groups, programs, and units on matters of diversity and climate.
8. Makes policy recommendations.

**II. Current or Past Year's Activities**

During the 2010-2011 academic year, the committee appointed a new co-chair, Associate Professor Timothy Shedd from the Department of Mechanical Engineering.

Projects included:

*Institutional Definition of Diversity.* The committee discussed drafting an institutional definition of diversity. A subcommittee was formed to benchmark other universities' definitions, and to look into how to create a definition that was inclusive of all groups (gender, sexual identity, religion, national origin, etc.) without diluting diversity goals and protections as described under our current diversity policies.

This project was put on hold, partly because the subcommittee assigned to work on it had difficulty meeting, and partly because the committee was not able to reach a consensus on what should be covered in the definition. This is something that the committee may revisit at a future time.

*Data Chats.* In order to help the committee to more effectively meet its charge of providing campus-wide policy guidance, it developed a plan for a series of "Data Chats" with deans and divisional leaders. Data Chats are intended to bring the committee into conversation with top-level administrators in order to help inform its recommendations and to allow it to better understand our successes and challenges.

Participating in Data Chats would also allow deans and directors to disseminate to broad audiences information that they feel is pertinent.

This project was also put on hold, largely because the political uprisings last spring, as well as uncertainty over the New Badger Partnership, which caused a level of distraction that would not have been conducive to launching a project like this. However, it is something that is still of interest to the committee and will likely be implemented in some form in the 2012-2013 academic year.

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One of the major challenges for the committee has been regular attendance by members. While meetings tend to be well-attended in general, there are often more guests in attendance than voting members. Part of this is due to scheduling conflicts, especially for the faculty and student members. Conducting meetings where there was far less than a quorum made it difficult to move forward with projects, which frustrated members who did attend regularly. This has further exacerbated low attendance.

The committee experimented with meeting twice a semester, as opposed to monthly as it had in the past, with the idea that fewer meetings that were more meaningful would encourage attendance. In fact, this seems to have had the opposite effect, since it was difficult to move projects forward with so few meetings. It has since added an additional meeting to each semester.

During the 2011-2012 academic year, the committee did extensive work on reinvigorating the group. Co-chair Shedd led a number of brainstorming activities that brought the group back to its charter and focused on a small number of attainable projects in order to keep members engaged. So far this has had promising results, with attendance improving steadily over the course of the year. We are employing subcommittees to work on three projects:

1. Benchmarking diversity initiatives at peer institutions;
2. Relationship-building with the equity and diversity committees (EDCs) and minority / disadvantaged coordinators (MDCs);
3. Revisiting the idea of Data Chats, including developing a protocol for visits and identifying possible early participants.

### **III. Current Issues and Concerns**

The most pressing current issue for the CDCC emerged when the members revisited the charter this year. A number of the committee's functions, as described in Section I of this report, presuppose a level of expertise and knowledge that isn't currently present in the membership. For example, making policy recommendations or giving semi-annual updates to the chancellor and provost requires a broad and comprehensive understanding of campus-wide challenges and best practices for addressing them.

In addition, some functions, such as planning the annual diversity forum, were instituted before there was a full-time chief diversity officer on campus to help provide leadership and guidance with these activities. It is becoming increasingly apparent that it is time for the committee to revisit its functions and structure to ensure that it is positioned to be an effective campus presence and that it takes into account the presence of a fully staffed central diversity office that can fill gaps that existed in our infrastructure when the CDCC charter was first drafted. This is a conversation that will begin during the final two meetings of this academic year and continue into next year, with new recommendations for a charter and structure likely to be submitted next year.

One possible approach for better preparing the committee to provide policy guidance was introduced by Professor Shedd and endorsed by the committee in Fall 2011. It involves a three-phase approach where the committee first focuses on gathering and analyzing information. As it gains a broader understanding of campus issues, it will begin implementing activities that help to disseminate information. Finally, phase three would involve making policy recommendations (see Figure 1). The committee's current activities (benchmarking, relationship-building, and Data Chats) are designed to address Phase 1 of this plan.

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Figure 1



#### IV. Future Issues

As the committee moves forward, it will be critical to maintain the momentum gained in the 2011-2012 academic year and to follow through on existing projects. Professor Shedd, who has been instrumental in reinvigorating the committee, will be on sabbatical, so the committee will work on appointing a new co-chair from its membership who has the same level of commitment and energy.

Also, as the group further examines its structure and charter, it will consider following the example of other faculty governance groups by periodically electing a chair from its membership, rather than having the chair be appointed by the chancellor.

#### V. Summary / Recommendations

The CDCC attracts both members and guests who are deeply committed to issues of access and equity for all members of the university community. However, the committee has faced challenges over the last few years both with regular attendance and follow-through on projects—two issues that are obviously intertwined.

Recommendations for ensuring that the committee remains viable and is positioned to make a meaningful contribution to the university include:

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1. A close examination of the charter to ensure that it includes goals that are attainable;
2. A discussion about structure and membership;
3. Identification of a few small projects on which the committee has the ability to follow through and that can form a foundation for future initiatives;
4. More emphasis on subcommittee work so that projects can be implemented on a reasonable timeline.

## VI. Committee Membership

### 2010-2011

#### *Chancellor's Designee*

Damon Williams, Vice Provost and  
Chief Diversity Officer

#### *Faculty*

Marlys Macken, Linguistics  
Timothy Shedd (co-chair), Mechanical Engineering  
Karl Shoemaker, History  
Michael Thomas, Curriculum and Instruction

#### *Academic Staff*

Kelly Burton, College of Engineering  
Maylee Moua-Vue, Division of Student Life  
Maria Muniagurria, Economics  
Kathleen Horning, Cooperative Children's Book Center

#### *Classified Staff (\* represented; \*\* non-represented)*

Mary Czyszczak-Lyne\*, L&S Honors Program  
Rosana Ellmann\*\*, Chemistry  
Adin Palau\*\*, Office of Human Resources  
Mark Thomas\*, Wisconsin Union

#### *Students*

Cindy Wang  
Maxwell Love  
Steven Olikara

#### *Ex officio, non-voting*

Terry Ruzicka, Office of the Registrar  
Argyle Wade, Division of Student Life  
Ruthi Duval, Wisconsin Union  
Seema Kapani, Office of Equity and Diversity  
Carole Kolb, Office of the Vice Provost and  
Chief Diversity Officer  
Jocelyn Milner, Academic Planning and Analysis  
Ruby Paredes, Office of the Vice Provost and  
Chief Diversity Officer; Office for Equity and  
Diversity

### 2011-2012

#### *Chancellor's Designee*

Damon Williams, Vice Provost and  
Chief Diversity Officer

#### *Faculty*

Marlys Macken, Linguistics  
Timothy Shedd (co-chair), Mechanical Engineering  
Karl Shoemaker, History  
Michael Thomas, Curriculum and Instruction

#### *Academic Staff*

Carrie Kruse, College Library  
Maylee Moua-Vue, Division of Student Life  
Maria Muniagurria, Economics  
Kathleen Horning, Cooperative Children's Book Center

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Mark Thomas\*, Wisconsin Union

#### *Students*

Ryan Adserias  
Jonathan Harris  
Ace Hilliard  
Anatoliy Nechyporenko

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