

## 2023-2024 Year-End Committee Report Form

**Committee:** Faculty Diversity Committee (FDC)

**Chair:** Faustina DuCros & Mantra Roy

**Number of Meetings held:** 7

**Chair-Elect for 2024-2025:**

Interim Faustina DuCros & Mantra Roy (will be voting with new committee members in first fall meeting on permanent co-chairs)

### Items of Business Completed 2023/2024

1. Hosted “Lecturer to Tenure Track” Zoom panel discussion event for lecturers and those hoping to transition to the tenure track in November 2023 (96 registrants, 32 present, with video made available).
2. Consulted Rachael French, chair of Professional Standards (PS), on FDC proposed items and discussed current PS business.
3. Began discussions around advocacy focused on international faculty with Rachael French of PS and Magdalena Barrera in the Office for Faculty Success.
4. Improved communication with newly hired faculty via co-chairs attending their onboarding Jump Start session in September.
5. Hosted a panel discussion on ‘Navigating the RTP Process as Minoritized Faculty’ in April 2024 (18 registrants, 6 present).
6. Began conducting a campus-wide information gathering project about DEI-related work being done at departmental and college/unit levels around faculty recruitment and retention. Committee members began to seek information from their respective chairs and/or associate deans and/or deans. Presented our initial findings and facilitated feedback from the LEAD Meeting for Chairs and Directors.
7. Met regularly with Magdalena Barrera, Vice Provost for Faculty Success, to collaborate on events and planning DEI-related information-gathering work.
8. Facilitated change of time for FDC committee meetings that overlapped with CCDEI’s meetings for which committee members were having to choose between the two.

**Unfinished Business Items from 2023/2024**

1. Organize gathering with international faculty in collaboration with the Office for Faculty Success.
2. Follow up on advocacy focused on international faculty that comes out of gathering.
3. Complete the information-gathering project on DEI-related work on faculty recruitment and retention. This will include continuing to gather data, summarizing it, meeting with the Office for Faculty Success and Office of Diversity, Equity, and Inclusion leads to move forward action items.

**New Business Items for 2024/2025**

1. Will host another session of “Navigating the Tenure the RTP Process as Minoritized Faculty” in April of 2025 in collaboration with Office for Faculty Success.
2. Consult with Professional Standards chair to determine if any collaboration is needed on new business.
3. Other new business will be decided with new committee members in fall.

**Please return to the Office of the Academic Senate (CLK 500/0024) by July 1, 2024.**