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**INTEROFFICE MEMORANDUM**

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**TO:** JONATHAN STURM – FACULTY SENATE PRESIDENT  
**FROM:** JOSE2 ANTONIO ROSA – EQUITY, DIVERSITY, AND INCLUSION COMMITTEE CHAIRPERSON  
**SUBJECT:** ED+I COMMITTEE ANNUAL REPORT – 2019-2020  
**DATE:** 4/22/2020

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The Equity, Diversity, and Inclusion Committee was highly energized in Fall 2019 and Spring 2020 semesters. Below are initiative and achievement highlights.

Inclusion of Diversity and Inclusion Behavior in Performance Assessments: Proposed Changes to Sections 3.4.2.2 and 5.1.1.2 of the Faculty Handbook – This initiative dates back to Spring 2019, when language changes to the Faculty Handbook proposed by the committee were first presented to FDAR Council. The language was debated, and no consensus was reached. The proposal was tabled until Fall 2019 semester. In Summer 2019, the broad insertion of collegiality expectations in PRS documents by Workday triggered concerns that affected this initiative, since the initial proposal argued for inclusion of diversity and inclusion behaviors in performance assessments as a means to advance civil and equitable environments. The committee withdrew the proposal as the debate over collegiality in PRS documents unfolded. After the senate resolution on removing collegiality from PRS documents passed in January 2020, the committee reframed its recommendations as a means for Iowa State faculty to help fulfill the institution’s land grant mission. The revised proposal is being discussed by FDAR Council and the Senate Executive Board.

Enhancing New Diversity Hires’ Experiencing of Being Included and Accepted at Iowa State – Along with other groups on campus, the ED+I Committee is concerned with Iowa State’s track record when it comes to retaining diverse faculty and staff hires. The committee initially undertook learning more about this topic with an eye towards possible policy or best practices recommendations to FDAR Council and Faculty Senate. It had conversations with the Office of Diversity and Inclusion in Fall 2019, and followed up with an invitation to Tera Jordan and Katharine Hensley from the SVPP’s Office. It also engaged in virtual brain storming, focusing its attention on identifying experiences that might engender strong emotional commitment in new hires and could be brought about in the first three months of employment. One additional committee endorsed activity was to explore pilot program ideas with Ivy College of Business faculty members in Fall 2019. One idea that emerged from these efforts and is moving forward is to encourage Career Services Council members to work towards sharing job opportunities in their professional domains (e.g., health care, accounting, engineering) as a way of enhancing assistance to new-hire partners to find employment. Career Services Council has undertaken this as a potential project. Additional ideas and language for a Faculty Senate resolution were being developed in Spring 2020, and have been tabled in light of COVID-19 demands. They will likely be undertaken again in Fall 2020.

Removing Bias from Student Evaluations of Faculty Teaching – The ED+I Committee finds this an important aspect of equitable faculty development and administration. It hosted a joint meeting with diversity committee chairs from the college, to which it invited as presenters David Peterson, Professor of Political Science, Sara Marcketti, Director of CELT, and Associate Provost Dawn-Bratsch-Prince. The three presenters touched on the documented gender and racial bias embedded in widely-used (including ISU) student evaluation practices, research-based methodologies to reduce such bias, and current efforts at Iowa State University to improve student evaluation practices, respectively. The ensuing conversation was lively. The committee remains attentive to efforts across campus to improve student evaluations methodologies in campus post-COVID-19 practices and operations.