

DEI Subcommittee on Curriculum & Student Learning
February 14, 2022

Attendance: Allbaugh, Mohamed, Chao, Gilbert, Fundell, McMahan

- I. Welcome**
- II. Review of DEI CSL Subcommittee Year-End Update**
- III. FAM Review Discussion:** Identify & Review all FAMs related to the curricular process in terms of creating an anti-racist campus
 - a. Areas we Already Identified**
 - i. Curriculum approval (822.5)**
 1. Nine-page FAM that mostly talks about how to propose new degrees and programs. Doesn't mention the review process itself other than some required pieces (audience, demand, discussion with other entities on campus).
 2. Curriculum approval should be reviewed at program level. We don't expect that every course has relation to DEI, but programs should include language with a direct reflection on DEI as well as the other university strategic goals.
 3. Opportunities:
 - a. Seed Awards – given to faculty for additional service. Can insert language into a SEED award related to DEI efforts
 - b. Spousal hiring – Creating a spousal hiring policy may be instrumental in helping us address the issue to hire and maintain faculty of color.
 - c. New courses that highlight diversity and bias in various fields of study
 - i. Grant opportunities for new DEI-related courses?
 4. Connect with EPRC (Educational Policy and Resources Committee) regarding program and curriculum review process
 5. Dr. Moni Becerra last summer did a social justice program for the FCE. Connect with her regarding that program and outcomes.
 - ii. RPT (650-654)**
 1. DEI initiatives as an RPT guideline and in faculty Recruitment
 - a. Example: IUPUI – different kind of case, doesn't have to be specific about teach of research or service, but present a holistic case where DEI is a consideration for promotion and tenure.
 - iii. Faculty recruitment (640-643)**
 1. Connect with Faculty DEI group

IV. Set Agenda for Remainder of Spring Term

- a. Move to work a little more closely with Student Affairs to connect with them for support on the curriculum goals, sense of belonging.

V. Work for next time

- a. Connect with EPRC regarding curriculum review
- b. Grant to redesign TCE/FCE
- c. Provost McMahan will connect with the faculty fellow who is serving as the faculty trainer for DEI issues to invite them to the next subcommittee meeting.