

## 2022-2023 End Committee Report Form

**Committee:** Faculty Diversity Committee

**Chair:** Robert Marx + S. Ayca Erdogan

**Chair-Elect for 2023-2024:**

Faustina DuCros ([faustina.ducross@sjsu.edu](mailto:faustina.ducross@sjsu.edu))

Mantra Roy ([mantra.roy@sjsu.edu](mailto:mantra.roy@sjsu.edu))

**Number of Meetings held:** 8

### Items of Business Completed 2022/2023

1. Official recommendation re: Faculty Recusal Process in RTP (<https://docs.google.com/document/d/1PyKqENq9FqXCRbSVendGBAfsGTjqJFVNA1GgiVEtQLE/edit?usp=sharing>)
2. Campus-wide messaging re: Affinity Groups ([https://docs.google.com/document/d/1xn3nUa7\\_s62XtyMchF6NJ7o2TBwt97Wh/edit?usp=sharing&ouid=111644390198626016052&rtpof=true&sd=true](https://docs.google.com/document/d/1xn3nUa7_s62XtyMchF6NJ7o2TBwt97Wh/edit?usp=sharing&ouid=111644390198626016052&rtpof=true&sd=true))
3. Invited leaders of Affinity Groups to FDC meetings (<https://docs.google.com/document/d/1dKrR4PsVZjS4uOzl1HINmPOhez3UhG57MW2wAdRvHrk/edit?usp=sharing>); met with GAIN and Jewish Faculty and Staff
4. Hosted campus-wide meeting for URM faculty re: RTP Process ([https://drive.google.com/file/d/1mKv0xlz17mOmflBy34Ss3Vb8ndsPso\\_v/view?usp=drive\\_link](https://drive.google.com/file/d/1mKv0xlz17mOmflBy34Ss3Vb8ndsPso_v/view?usp=drive_link)); minutes here ([https://docs.google.com/document/d/1rqRSHovMifa7rrUVmK\\_7sKFFUWedSyWALH9zMdOJvLk/edit?usp=sharing](https://docs.google.com/document/d/1rqRSHovMifa7rrUVmK_7sKFFUWedSyWALH9zMdOJvLk/edit?usp=sharing))
5. Internal discussion of SOTES reporting & student perspectives/biases, dossier evaluations, supporting faculty with disabilities, opportunities for networking

### Unfinished Business Items from 2022/2023

1. We continue to struggle to find our place among other initiatives focused on URM faculty and staff (i.e., ODEI, CCDEI); what is our unique role? Where is our power? What can we accomplish?
2. We have only spoken with two of the affinity groups on campus (although we have reached out to all of them)
3. We hope to continue to develop relationships with Professional Standards (our parent committee) so that we can be a helpful resource to them

### New Business Items for 2023/2024

1. Hosting additional events, especially for lecturers (and those hoping to transition to the tenure track)
2. Reaching out to the newly hired CDO to develop relationships and ensure that we can be helpful
3. Resource guide/Event/Advocacy focused on international faculty
4. Improved communication with faculty, especially new hires (potentially attending their onboarding or training sessions)

**Please return to the Office of the Academic Senate (CLK 500/0024) by July 1, 2023.**