

## PCOE Diversity Committee

### James I. Perkins College of Education

In a fast changing pluralistic world and a global knowledge economy stamped by interconnectedness of multiplicities, today's diversity is a crucial competence to be negotiated by all stakeholders of a community, including that of Higher Education. The Perkins College of Education Diversity Committee seeks to maintain a variety of institutional conversations about diversity as it affects and is affected by a range of institutional dimensions including faculty, staff, and students recruitment and retention; curriculum, pedagogy, and scholarship; campus climate; extracurricular programs and multicultural initiatives; institutional structures, policies and practices; and issues of representation. The committee works to translate such conversation into action plans with clear outcomes, measurable accountability standards, and allocated physical and human institutional resources.

#### 1. Committee Composition

- a. 2 members from each department/school representing undergraduate and graduate programs elected by faculty.
- b. 1 or more representatives from other colleges (LAA, MS, FA).
- c. Representative from the Office of Multicultural Affairs.
- d. The Associate Dean of Assessment and Accountability is a standing Co-Chair together with a Co-Chair who is elected after one year of service on the committee.

#### 2. Committee Responsibilities

- a. Recommendations to guide efforts in increasing awareness of diversity issues.
- b. Recommendations to enlarge the diversity of faculty, staff, and students.
- c. Support and collaborate with other PCOE committees (recruitment).
- d. Support and collaborate with other diversity-focused campus entities
- e. Other responsibilities as arise related to diversity.

#### 3. Reporting Structure

- a. The Diversity Committee is a standing James I. Perkins College of Education committee. Faculty representatives are appointed for 3 year terms and serve on a rotation basis so that there are always members with experience on the committee.
- b. The Diversity Committee reports to the Dean of the College each semester.
- c. The Diversity Committee work is supported and facilitated by the Office of Assessment & Accountability.