

University Committee on Diversity, Race, and Gender Report 2019-2021

The University Committee on Diversity, Race, and Gender (UCD) was formed in July 2019 as a result of a joint agreement between the university and the Rutgers AAUP-AFT, the faculty union which represents faculty, graduate assistants, and teaching assistants at Camden, Newark and New Brunswick (faculty represented for collective negotiations purposes by the AAUP-BHSNJ are not included in this Report). It is co-chaired by a faculty person appointed by the AAUP-AFT and the Senior/Executive Vice President for Academic Affairs (SVPAA/EVPAA) or her/his faculty designee, and the SVPAA/EVPAA and AAUP-AFT each invite five people (faculty, graduate assistants/teaching assistants, and administrators) to form a twelve-member committee. The UCD is guided by the vision that diversity contributes to academic excellence by creating a more robust intellectual community.

Charge of the Committee:

As laid out by **Article 6** of the contract, the charge is fourfold:

- 1) To recommend initiatives pertaining to diversity, including diversity training, recruitment, retention, mentoring, and professional development.
- 2) To plan an annual joint AAUP-AFT/university conference on issues confronting historically underrepresented faculty and graduate students in public research institutions across the United States.
- 3) To produce an annual report of its activities along with plans and goals for the following year.
- 4) To meet with university designee(s) twice annually to discuss the hiring and retention of a diverse faculty in connection with the President's Faculty Diversity Hiring Initiative.

Additionally, in relation to the university, the UCD will gather information about diversity hiring:

- 5) The university shall provide to the UCD a report on or about January 1 and July 1 of each year regarding the expenditure of funds from the \$20 million President's Faculty Diversity Hiring Initiative established in 2019 by the university for the recruitment and retention of a diverse faculty. The report shall identify in aggregate and non-personally identifiable format the faculty hired and retained with the assistance or support of the President's Faculty Diversity Hiring Initiative.
- 6) The university shall make available up to a maximum of \$500,000, to be utilized during the term of the collective negotiations agreement, to support the diversity initiatives set forth above.

Pursuant to Article 6 of the collective negotiations agreement, the members of the UCD other than the Co-Chairs of the UCD shall make recommendations to the Co-Chairs by simple majority vote regarding decisions on how to carry out its charge pursuant to the above and make decisions with respect to expenditures on diversity initiatives from the university's UCD fund.

Activities pursued by the UCD in 2019-2020: The AAUP-AFT elected Professor Deepa Kumar to Co-Chair the committee to continue her work on gender and race equity, which she made central to the mission of the AAUP-AFT starting in 2016. She co-chaired the committee along with SVPAA Barbara Lee (Professor Carlos Decena took over as Interim Chair during Professor Kumar's sabbatical in Spring 2020). In the first year of its operation, the UCD discussed a broad range of topics concerning diversity training, recruitment, retention, mentoring, and professional development and focused concretely on gathering information from the Camden, Newark, and New Brunswick campuses on their diversity, equity, and inclusion efforts as they relate to faculty. The Co-Chairs did not produce a report of the committee's activities at the end of 2020 due to the pandemic and because there was a transition in leadership at the top levels of the university.

Members of the 2019-2020 Committee:

- Courtenay Cavanaugh, Faculty, Department of Psychology, Rutgers University–Camden
- Cynthia Daniels, Faculty, Department of Political Science, Rutgers University–New Brunswick
- Carlos Decena, Faculty, Department of Latino and Caribbean Studies, Rutgers University–New Brunswick, **Interim Co-Chair**
- Stacy Hawkins, Faculty, Rutgers Law School – Camden
- Deepa Kumar, Faculty, School of Communication and Information, Rutgers University–New Brunswick, **Co-Chair**
- Barbara A. Lee, Senior Vice President for Academic Affairs, **Co-Chair**
- Donna Murch, Faculty, Department of History, Rutgers University–New Brunswick
- Isabel Nazario, Associate Vice President for Strategic Initiatives (Liaison, not voting member)
- Luis Rivera, Faculty, Department of Psychology, Rutgers University–Newark
- Michelle Stephens, Humanities Dean, School of Arts and Sciences and Faculty, Departments of English and Latino and Caribbean Studies, Rutgers University–New Brunswick
- Karen R. Stubaus, Vice President for Academic Affairs
- Marian Thorpe, Graduate student, Department of Anthropology, School of Graduate Studies, Rutgers University–New Brunswick

Activities pursued by the UCD in 2020-2021: The new EVPAA Prabhas Moghe appointed Professor Michelle Stephens as his designee to Co-Chair this committee with Professor Kumar. When the committee resumed after a break because of the COVID-19 pandemic in Spring 2021, the committee's activities included the following:

- Creating subcommittees and charging these to gather updated information on hiring, retention, faculty and graduate assistant/teaching assistant mentoring, and diversity training.
- Reviewing the scope and scale of the mentoring programs that previously resided in the SVPAA office, but now are a part of the Faculty Diversity Collaborative (FDC), reporting into the Senior Vice President for Equity (SVPE).
- Deciding that the annual joint AAUP-AFT/university conference was not necessary due to the number of DEI related events on campus and the presence of the new Institute for the Study of Global Racial Justice.
- Reviewing the summative data of the Barchi Presidential Diversity Hiring Initiative. The EVPAA's office provided to the UCD aggregate numbers of faculty hired through the Presidential Diversity Hiring Initiative for the years 2019-2020 and 2020-2021. In the first year of this program, 82 faculty were hired and \$5.1 million were committed, in the second year 67 faculty were hired and \$4.6 million dollars allocated. The UCD Co-Chairs were given more detailed information and were pleased with the level of transparency around diversity hiring. The UCD will continue to gather this information related to President Holloway's diversity hiring initiative as well.
- Proposing a number of initiatives which committee members voted to recommend for UCD funding and for the committee's further attention in 2021-2022. The committee discussed cluster hiring, diversity dissertation fellowships, diversity post-doc appointments, funds to support the reviewing of book manuscripts and grants, diversity training for search committees and one semester research leaves. For the coming year, the UCD voted to allocate its budget to fund Senior Faculty Sponsor mentorship programs to offer more intensive one on one mentoring, with compensation to the sponsor, for graduate and teaching assistants, non-tenure track faculty (NTTs), and tenure-track assistant and associate professors pursuing inclusive academic excellence and whose scholarship strengthens the diversity impacts of the Rutgers community; and mechanisms (for example exit surveys) to understand why historically under-represented faculty leave or stay at Rutgers and to offer advice and support for faculty engaged in retention conversations. The committee voted to offer compensation or a course release to faculty sponsors mentoring assistant and associate professors for two years of service, and funding support for faculty mentoring graduate students and NTT faculty for a year's service.
- Charging the Co-Chairs to prepare and circulate the end of year report and spend the summer exploring how the recommended initiatives could be administered.

Members of the 2020-21 Committee:

- Corinne Castro, Senior Director for Faculty Diversity and Institutional Transformation (Representative for Anna Branch, Senior Vice President for Equity)
- Courtenay Cavanaugh, Faculty, Department of Psychology, Rutgers University–Camden
- Cynthia Daniels, Faculty, Department of Political Science, Rutgers University–New Brunswick
- Carlos Decena, Faculty, Department of Latino and Caribbean Studies, Rutgers University–New Brunswick
- Stacy Hawkins, Faculty, Rutgers Law School–Camden
- Deepa Kumar, Faculty, School of Communication and Information, Rutgers University–New Brunswick, **Co-Chair**
- Katherine Lloyd, Teaching Assistant, Department of Chemistry, Rutgers University–Newark
- Angela Mullis, Associate Vice President for Academic Affairs, OEVPA –Liaison, not voting member.
- Donna Murch, Faculty, Department of History, Rutgers University–New Brunswick
- Edward Ramsamy, Faculty, Department of Africana Studies, Rutgers University–New Brunswick
- Luis Rivera, Faculty, Department of Psychology, Rutgers University–Newark
- Michelle Stephens, Founding Executive Director, Institute for the Study of Global Racial Justice, and Faculty, Departments of English and Latino and Caribbean Studies, Rutgers University–New Brunswick, **Co-Chair**
- Henry Turner, Vice President for Academic Initiatives, OEVPA, and Faculty, Department of English, Rutgers University–New Brunswick

Co-Chairs' Actions:

Over the summer of 2021, in the face of significant changes in the organization of DEI initiatives at the Presidential level, the Co-Chairs met several times with the leaders of the Faculty Diversity Collaborative (FDC) to discuss their participation and role in implementing the UCD's recommended initiatives in the four areas of senior faculty sponsor mentoring of graduate assistants and teaching assistants, of tenure-track assistant and tenured associate professors, of non-tenure track faculty, and the retention of faculty more broadly. Based on their own goals, initiatives, and staff resources, the FDC proposed a number of ways their office could help to implement the UCD recommendations.

The Co-Chairs decided the UCD needed to discuss the FDC's proposals more fully and delayed the release of the UCD's annual report so that they could include the outcome of the committee's discussions regarding collaborating with the FDC. At the first meeting of the 2021-2022 academic year, the UCD agreed to consider moving forward with some of the FDC's proposals for implementation regarding retention and graduate support. However, the committee also decided to wait on finalizing any further implementation through the FDC until after conversations with each Chancellor regarding their support of a senior faculty sponsorship program for tenured and tenure-track faculty and graduate students. The co-chairs will also be

exploring the creation of ten dissertation fellowships advancing diversity to be allocated proportionately across the three campuses.

Goals and Plans for the Future:

The priority for 2021 to 2022 continues to be securing university partners to help with the implementation of the initiatives voted on by the UCD to receive UCD financial support in accordance with applicable law. Final plans on programmatic foci and funding allocations will be updated and shared on the website. The EVPAA has indicated a strong commitment to ensure that unused funds from the original allocation of \$500,000 will not expire at the end of the current collective negotiations agreement in 2022.