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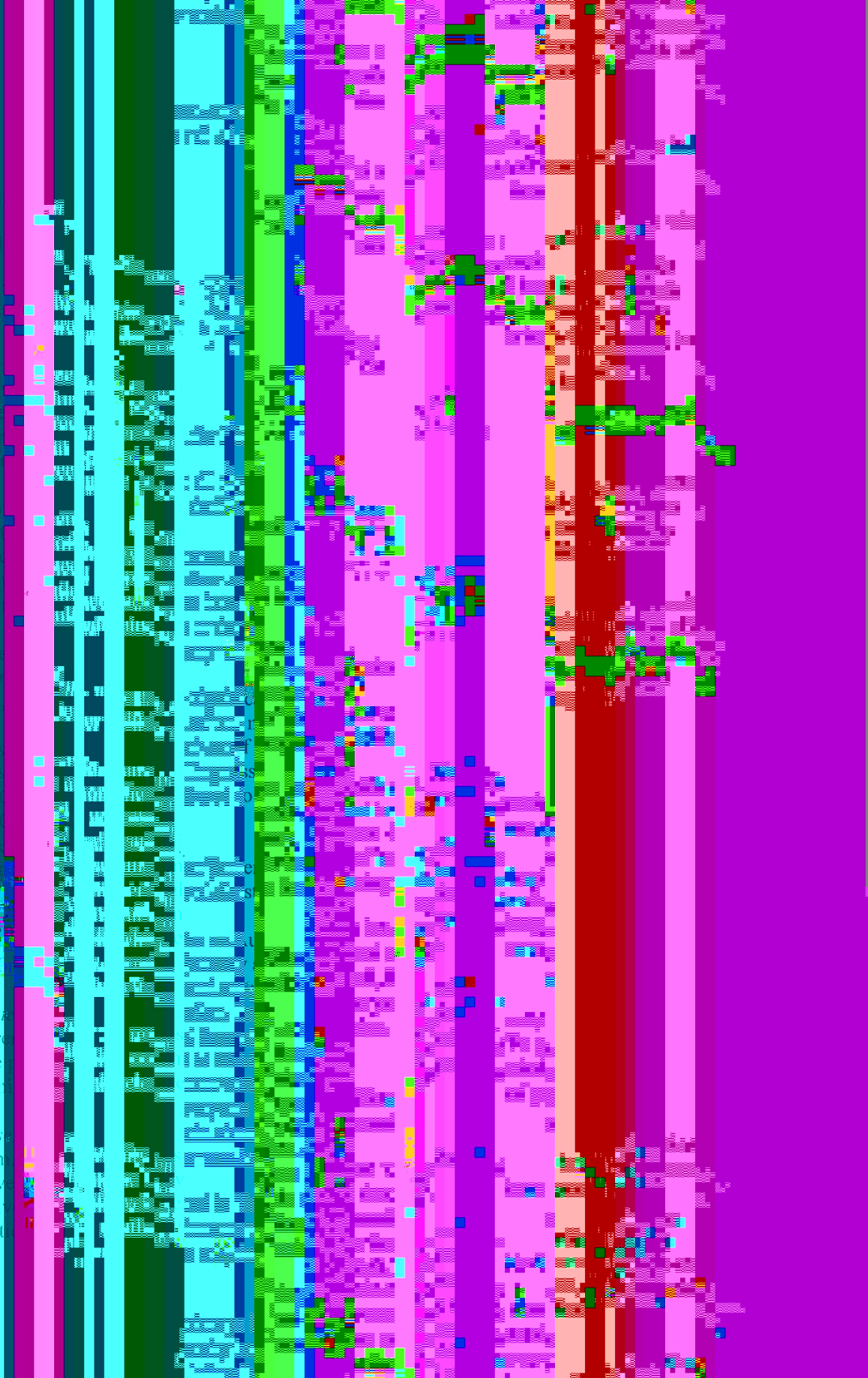
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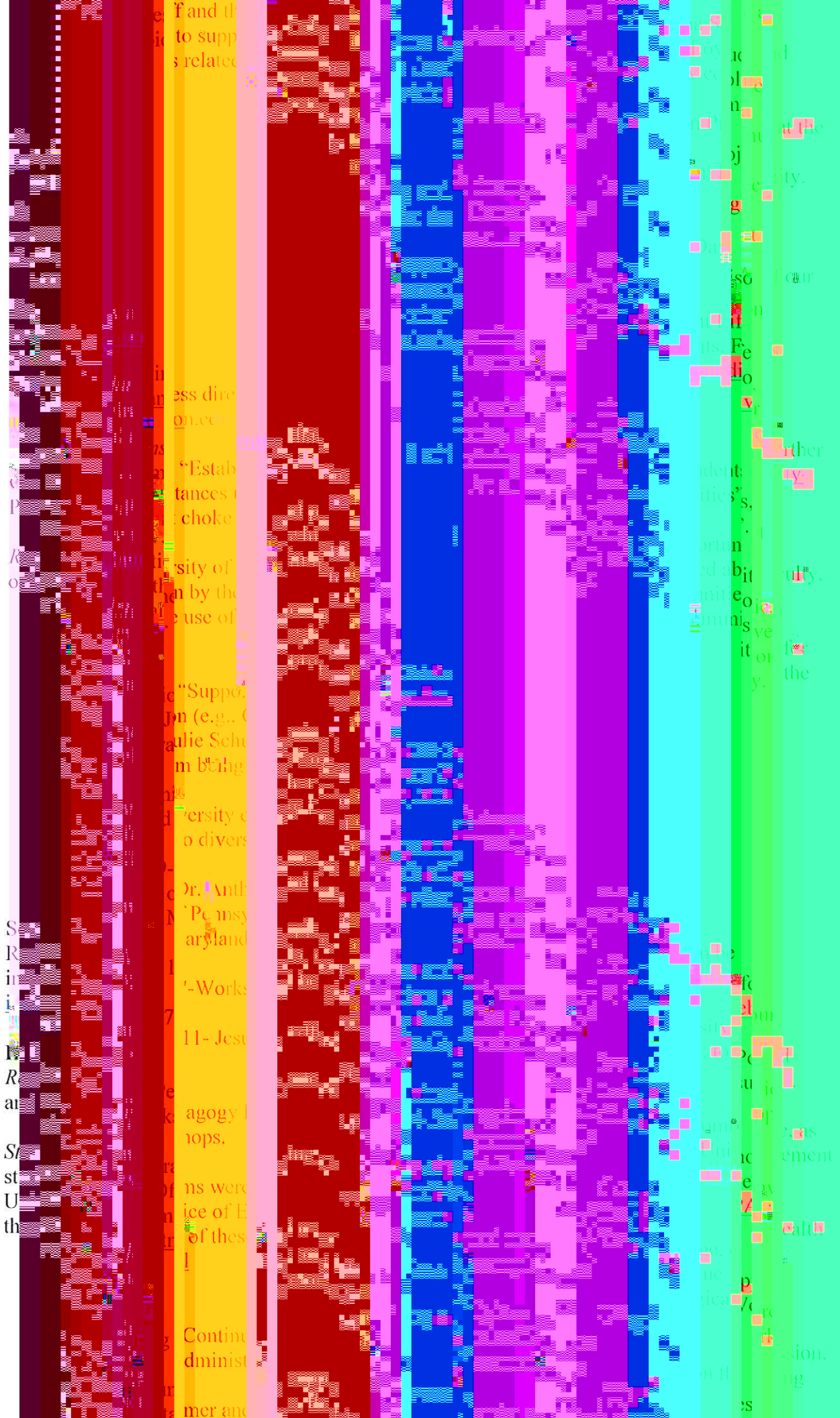
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*Recommendation:* Recruitment of new faculty members should include a call for applications from diverse backgrounds. We recommend that the faculty search committee increase the number of Black and other underrepresented faculty members.

*Status:* The proposed working group and staff have been appointed. The group will begin work in the next few weeks. The Provost has approved the budget and the search committee has been formed. The search committee will be responsible for identifying and hiring new faculty members.

*Recommendation:* The History Department should hire a Black female professor to teach African American history. This position is currently vacant.

*Status:* The Dean has noted in the report that we need to attract a diverse group of students. We are currently working on a plan to increase the number of Black students. The plan includes hiring a Black female professor to teach African American history. We are also looking for ways to support the retention of Black students.

*Recommendation:* The Board of Trustees should review the composition of the faculty search committees to ensure that they are representative of the community. We recommend that the Board review the search committees in the next few months.

*Status:* The community relations committee has been formed. We are currently working on a plan to increase the number of Black students. The plan includes hiring a Black female professor to teach African American history. We are also looking for ways to support the retention of Black students.

*Recommendation:* We recommend that the minimum number of Black students be increased to 10% of the total student body. We also recommend that the college create an anti-racism program to help all students to attain their educational goals.

*Status:* We have a working group that is currently reviewing the minimum number of Black students. We are also looking for ways to support the retention of Black students. The working group will be responsible for identifying and hiring new faculty members.

*Recommendation:* We recommend that the curriculum committee be reorganized to include a Black female professor. We also recommend that the curriculum committee be responsible for identifying and hiring new faculty members.

*Status:* The curriculum committee has been reorganized. We are currently working on a plan to increase the number of Black students. The plan includes hiring a Black female professor to teach African American history. We are also looking for ways to support the retention of Black students.

*Recommendations:* "Be Staff Senate regarding of Trustees . . . . . Affair's Council, Faculty Senate, and Staff, as well as the Board

*Status:* Provost Ginge (UGC) a discussion of Board of Trustees doe: . . . . . of the never by Governance Council le with a so e cuss th s with FAC. The but views self.

*Recommendation:* "Se to the ssue of anti-Blac: . . . . . Value in A ion lecture that can speak Jus: Arcy

*Status:* The text and s committee of the First and so it has not been a process of selection of selections that address . . . . . action epture has been selected by a on w th he ean of Arts and Sciences avos s curr tly address the e cu ent co mittee about prioritizing of c esu mission .

**Still Under Review:**

The remaining five (5) discussion and collabor: . . . . . ly un en rev w and require further uenc s

1. We recommend: . . . . . on a multi-y r contract (2-3 years) that e Pr ient Cabinet. The primary role of the cons ulent level ping (year 1) and implementing (rs 2) a ant nt of th is plan might include gatherin data a focus question s on our diversity and inclusion nee s, and rce needs and possible parters. Implementati on the he additional staff, administrators, /or cul e, a ing training for faculty, staff, and students;

2. Require each de: . . . . . annual report to the Executive Director of the Office of Ec: . . . . . s con tribution to the University's diversity and inclusion: . . . . . Pila: cal

3. Begin conversati: . . . . . office of Sena s, and FAC) about including in an: . . . . . jointn th eva ations, and promotion and tenure appli: . . . . . cont bution to diversity and inclusion efforts

4. Convene a commit: . . . . . v of the Stud ant Code of Conduct to ensure it address: . . . . . and e opicall to meet student and alumni calls for: . . . . . nsist t about ty


5. Establish a fund: . . . . . pro, a ans t t bring Black voices to campus, collabor: . . . . . e wi th oc k e on anti-racism. This

used to provide stipends to faculty who w  
ar programming around anti-racism. Addi  
organizations to devote budgeting and pro  
ramming.

This met  
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added to the University's EDI website.

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I am also aware of the Diversity & Equity  
The results will help to inform our future  
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Sincerely

  
Scott R.  
President



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