

## **DIVERSITY REQUIREMENT**

Meeting March diversity requirement notes 3/15/2007

There is a crisis in *the implementation of* the diversity requirement. We only have 15 courses this spring, with no sign that this is going to increase dramatically using current practices. I estimate that we need 80 sections (not courses) per year, with a minimum of 50 (fall, spring/ summer); as I previously reported to Chairs, this will require about 15 departments in the College of Arts and Sciences to offer about 4 – 5 sections each per year. Failure to implement the diversity requirement would be a humiliating embarrassment for the faculty and the College. We must succeed.

I welcome Chairs diagnosis and prescription of the problem. But permit me to begin with my own. I think that a nub of the problem is that the diversity requirement has been implemented as if the Undergraduate Curriculum Committee Subcommittee on the Diversity Requirement (UCCSDR) was approving faculty and courses – and therefore Chairs were not authorized to do anything but assigned approved faculty to teach diversity courses.

I have engaged in conversations with the Undergraduate Curriculum Committee Subcommittee on the Diversity Requirement (UCCSDR). The Committee understands that its goal is to approve courses, not faculty who teach the courses. Chairs are therefore authorized to assign a faculty member (including new affiliates) to teach a variety of sections of already approved diversity courses. There are plenty of such approved courses (see attached).

If Chairs do not have diversity courses that can be taught, with appropriate modifications, by other faculty, departments should work to submit such courses as soon as possible. Such courses would fulfill the Senate approved criteria but allow for flexibility in how various instructors would teach them.

How much flexibility is permitted? Here I may not agree with the UCCSDR. The UCCSDR wishes either “some minimal amount of flexibility in assignments as deemed appropriate by the chair” – or “a certain fidelity to the previously approved application syllabus”. I favor giving Chairs the second, more flexible authority (“a certain fidelity”). I hereby authorize Chairs to permit those adjustments when different sections of

diversity courses are offered. Chairs will hold faculty accountable to the spirit and letter of the diversity requirement, providing mentoring as needed. The College will supplement MCIW with college wide-mentoring. I will continue conversations with UCCSDR, particularly over how to assess the effectiveness of the diversity requirement once we have enough courses for students to fulfill the requirement.

Most Chairs should submit a plan for offering their minimum 4 – 5 diversity courses (considering both major and core) per year in their May annual report.

Chair response?