

Interoffice Communication

**Date** July 16, 2007

**To** Gregory Geoffroy  
David Holger  
Michael Whiteford  
Cheryl Achterberg

**From** Elizabeth Hoffman  
Executive Vice President and Provost

**Subject** **Diversity Taskforce Reports and Recommendation**

I have carefully read and considered the two Taskforce Reports on Dialogues on Diversity and on the feasibility of an Institute for Social Justice. The reports offer careful and thoughtful analyses of key curricular and intellectual issues on campus. Senior Staff in my office have reviewed both reports and Associate Provost Susan Carlson prepared a set of recommendations to me, based on the Taskforce reports and on our office assessment of available funding. We were not able to fund the several thousands of dollars of new funding outlined in the reports; however I wholeheartedly endorse the recommendations outlined in Susan Carlson's July 6 memo. With the additional funding outlined there, we can support many of the first steps outlined in the reports. I will also ask that the Advisory Committee on Diversity Coordination and Program Planning review our progress in these areas annually to ensure we are making the progress envisioned by the Taskforces.

The excellence of our university depends on our continued progress in making this an inclusive environment in which diversity and excellence both thrive.

Betsy

cc: Task Force to Review Dialogues on Diversity  
Social Justice Institute Taskforce  
Advisory Committee for Diversity Program Planning & Coordination

enc: Proposed Implementation of Reports (July 6 memo)  
Dialogues on Diversity Report  
Report of Social Justice Institute Taskforce

July 6, 2007

To: Elizabeth Hoffman  
Executive Vice President and Provost

From: Susan Carlson  
Associate Provost for Faculty Advancement and Diversity

Subject: Proposed implementation of Report from the Taskforce to Review  
Dialogues on Diversity

Proposed implementation of Report from the Taskforce to Review  
feasibility of an Institute for Social Justice

Betsy, in the summer of 2006, I commissioned two taskforces to follow-up on President Geoffroy's directives. In his response to the campus climate implementation report, he had endorsed the establishment of two taskforces to begin key conversations on current and future diversity initiatives. Both Taskforces completed their work in commendable fashion. Below is a brief summary of their work, followed by a recommendation about next steps. The two reports are attached.

**Taskforce to Review Dialogues on Diversity.** The taskforce charged to review the current Dialogues on Diversity program was chaired by David Acker, Associate Dean in the College of Agriculture, with membership including Tunde Adeleke, Kathy Hickok, Nancy Knight, Stephanie Madon, Penny Rice, Karen Zunkel, and Carlie Tartakov (ex-officio). The taskforce met from September to December 2006, delivering their report to Interim Provost Carlson in December 2006. In a thorough report, the taskforce reviewed the Dialogues on Diversity program, making suggestions for revisions in the course and for changes in administration; they also made recommendations for a second course, for coordination with other courses and programs on campus, and perhaps even a board of directors (see attached report).

The report recommends revised course objectives, in line with current teaching of the course, an enhanced budget (with funds for additional facilitators and for graduate training of these facilitators), and other suggestions to improve the offerings. The report also suggests that the course be housed in the College of Human Sciences--where its faculty have always been located--and that a network be created to support the course.

Additionally, the report recommends the development of a second dialogues course, a two-credit, 200-level course to follow-up on Dialogues as well as on 160X (Gender Justice). Funds would be needed to support the course development. The report also notes the discrepancy in funding of Dialogues on Diversity and of Gender Justice, the first funded out of the Provost's Office and the second funded out of the Women's Center.

The Taskforce met with Associate Provosts Dave Holger and Susan Carlson on February 27, 2007 to discuss the report and possible next steps. Taskforce members stressed that the current

program is under-funded and that the director needs at least halftime funding. There were also several suggestions for enhancing the training of course facilitators. The Taskforce reiterated that we have a high quality course and we should aspire to improving Dialogues while also considering the development of related curricular efforts. They believe we are well positioned to use our current work as the basis for an enhanced program, a program that will benefit students as well as the academic community.

**Taskforce to conduct a feasibility study for an Institute for Social Justice.** This second taskforce was charged with investigating the feasibility of establishing an Institute for Social Justice, as was recommended in the climate implementation report. Chaired by Laura Rendon, Chair of Educational Leadership and Policy Studies, the taskforce membership included Gloria Jones-Johnson, Eugenio Matibag, Frankie Laanan, Larry Genalo, Peter Orazem, Mary deBaca, and Dianne Bystrom. This taskforce met eleven times from August 2006 to March 2007 and delivered its report on time in March 2007. The Taskforce compiled important background information in its comprehensive appendices, including various definitions of social justice and a review of such institutes at other universities. There is also information on other efforts in the state of Iowa and a full proposal for a social justice concentration in ELPS (see attached report).

With the encouragement of the Interim Provost, the taskforce decided early on that it was not feasible to consider a full-scale institute at this time, and subsequently scaled back its scope. They concluded that the objectives "would best be satisfied by building upon existing programs and faculty rather than creating an entirely new institute that might compete with exiting programs for resources." These existing programs include the Carrie Chapman Catt Center for Women and Politics and the Center for American Intercultural Studies.

In its final report, the Taskforce offered five recommendations that would support the enhanced teaching and researching of social justice at Iowa State: 1) support of ELPS and its social justice initiatives, 2) development of a multi-disciplinary undergraduate certificate in social justice, 3) support of research and scholarship on social justice, 4) development of an Iowa Conference on Equity and Social Justice, and 5) establishment of an advisory council on social justice issues.

The Taskforce met with Associate Provosts Dave Holger and Susan Carlson on May 25, 2007. The Taskforce noted that ELPS has moved ahead with its PhD concentration in social justice to be initiated in fall 2007. Faculty are also applying to the Dean of Human Sciences for seed money to support further curricular developments in social justice. The Taskforce stressed that efforts in the area of social justice would be a sound way of encouraging the right kind of conversations in our academic community. They also believe that efforts in this area are an important tool in recruiting and retaining a diverse faculty and student body. The Taskforce noted that the efforts need to involve multiple colleges and that ISU's land-grant mission will be enhanced through this work.

### **Recommendations for Dialogues on Diversity**

*Course home.* After consulting with Dean Cheryl Achterberg, Dean Michael Whiteford, and Dave Holger, I recommend and these three concur that the course should be housed in Human Sciences, with the transfer taking place as of FY09.

*Funding for the current course.* Dialogues on Diversity has an FY07 budget of \$34,744 to fund 1/5 of the director's time, a 1/2 time and a 1/4 time graduate assistant, and some supplies. The Taskforce recommends that this support be increased by \$43,256 to \$78,000/year. I recommend a more modest increase in funding for the course to bring its annual budget up to \$50,000. The coordinator would determine how best to spend the additional funding--on an additional course

release for the coordinator, on additional TA time, or on stipends for facilitators. This should be done in consultation with the Provost's Office. In FY08, this additional funding should be supplied by the Provost's Office; when the course is transferred to Human Sciences in FY09, \$40K will transfer with it, under the assumption that Human Sciences will supplement that amount with necessary funds and will, in later years, have tuition funds available in RMM budgeting.

*Funding for proposed second course.* The Taskforce recommends temporary funds (FY08) to develop a second course and an ongoing new budget of \$80,000 to maintain the second course. I recommend that faculty members interested in developing the new two-credit course apply for funds from the diversity grants program to support this development (see recommendation for additional funding for the Diversity Grants Program below); and that decisions about the ongoing offerings of the course be funded through tuition dollars generated. I will work with the Taskforce to identify individuals we want to encourage to apply for this funding.

*Funding for Gender Justice course.* This course will also generate a small amount of tuition in the new budget model. For the years until this additional support is generated, the Women's Center should remain the funding source for the course.

### **Recommendations for an Institute for Social Justice**

*Scope.* As the Taskforce recommends, I concur that an Institute is not feasible and that we should develop multi-disciplinary efforts in partnership with existing units on campus.

*ELPS developments.* We should applaud the efforts in ELPS and Human Sciences to develop new curricular offerings in social justice.

*Undergraduate Certificate.* The development of a multidisciplinary certificate in social justice has the potential to impact a sizable number of students and faculty. The Taskforce recommended dedicating \$50,000, over three years, to this development. To ensure the highest quality of efforts in this development, I suggest that faculty interested in developing the certificate be encouraged to apply for funds through the Diversity Grants program. Again, I will work with the Taskforce to identify individuals we want to encourage to apply for grant support to help develop the certificate program.

*Research support.* The Taskforce supports the idea that research in this area "contributes not only to the academic body of knowledge, but also fosters connections between intellectual life and the ongoing issues of equity and social justice." I support the recommendation that members of the faculty and staff apply for external funding. The Taskforce also recommends dedicating \$100,000 annually as seed funding for research efforts in social justice; I recommend that researchers in the area continue to use the Diversity Grants program for this research.

*Conference.* The Taskforce recommends spending \$45,000 to support the development and offering of an Iowa Conference on Equity and Social Justice. I do not recommend we fund this development at this time.

*Advisory Council.* Finally, the Taskforce recommends an Advisory Council to review initiatives and activities. This is an excellent idea, and I suggest that the idea be taken to the Advisory Committee for Diversity Coordination and Program Planning for review. It may make sense to have any advisory council act as a sub-committee of the Advisory Committee.

### **Recommendations for Diversity Grants Program**

Given the suggestions above, I would recommend that we increase the funds available under the Diversity Grants Program, which will be in its second year next year. I recommend doubling the size of the program and allocating up to \$60,000 for proposals recommended by the review committee. I would also suggest that the call for proposals specifically mention the specific goal of supporting the curricular and research developments endorsed by the two Taskforces. As I have noted above, it will be important for us to encourage individuals who might be interested in these targeted areas to submit proposals.

I look forward to discussing these recommendations with you.

Enc: "Report to the Associate Provost Developed by Social Justice Institute Task Force"  
"Report to the Provost from the Task Force to Review dialogues on Diversity"

cc: Gregory Geoffroy  
Dave Holger  
Mike Whiteford  
Cheryl Achterberg  
David Acker and taskforce members  
Laura Rendon and taskforce members  
Advisory Committee on Diversity Coordination and Program Planning  
Sedahlia Crase  
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