

2021-2022

The President's Council for Diversity, Inclusion, and Respect was formed by President Bresciani in July 2020 as part of his commitment to ensuring that this pillar of NDSU's strategic plan will be factored into institutional decision making. The inaugural Council was established from the existing Inclusion Committee on campus. That committee was formed in 2016 to address diversity and inclusion on campus. Drs. Canan Bilen-Green and Gregory Lardy were appointed as co-chairs of the Council.

Our Vision

The NDSU community prioritizes and values diversity and inclusion. We take collective responsibility for ensuring a sense of belonging, respect, and justice that support the success of each person.

Our Directive

The President's Council for Diversity, Inclusion and Respect received directive from the President to provide NDSU administration with guidance on how to make NDSU a better community for historically underserved populations and to operationalize the diversity and inclusion goal of the strategic plan. A steering committee of members was assembled to further assist with coordinating efforts of the Council.

Our Work

The work of the PCDIR is informed by a number of NDSU specific sources including the NDSU Strategic Plan, campus climate surveys, student satisfaction surveys, Crisis Response Task Force report, and other diversity, equity and inclusion (DEI) related committees.

The PCDIR specifically supports the Diversity, Inclusivity and Respect goal of NDSU's 2021-2026 strategic plan, which is to create and maintain an open and collegial environment to promote inclusivity and diversity as a cornerstone of education, research, and outreach.

The executive committee and the full council each met at least monthly. The work groups met during the full council meetings as well as outside of council meetings as necessary.

At the conclusion of the 2020-2021 academic year, we surveyed our membership as to structure and direction. Based on feedback, the steering committee was reformed into an executive committee. Additionally, a membership manual was created to inform the members of the work, structure, and roles of the Council and its members and to provide better clarity. The work groups were also re-organized around specific action items for the 2021-2022 academic year. Each work group was led by one or two members from the executive committee. Specific work of the groups is noted below.

Revise/Enhance Policy 103 (Equal Opportunity/Affirmative Action Policy on the Announcement of Position Openings) to require training for all search committee members (not solely the search

committee chairs) for both faculty and staff searches, and require candidate pool diversity before a search may progress. The work group solicited input on possible revisions to [Policy 103 \(Equal Opportunity/Affirmative Action Policy on the Announcement of Position Openings\)](#) from the Commission on the Status of Women Faculty and from the [Policy 352 \(Promotion, Tenure and Evaluation\)](#) work group. Based on their constructive input, a rough draft was developed of revisions to Section 2 of the policy pertaining to academic and executive/administrative positions. The main revisions under discussion concern the duration of temporary (e.g., interim) positions and the appropriate procedure (internal or external search) for filling various types of positions. Work remaining: (1) finalize proposed revisions to Section 2, (2) discuss and develop revisions to Section 1 (Staff), and (3) align revisions with [Policy 304 \(Academic Staff and Executive/Administrative Positions – Procedures for Filling\)](#).

Require all performance evaluations to recognize and address contributions to an inclusive and respectful environment. This work group was tasked with requiring all performance evaluations to recognize and address contributions to an inclusive and respectful environment. The work group suggests updating [Policy 167 \(Responsibility Reviews for Non-Faculty Personnel\)](#), [Policy 327 \(Evaluation of Academic Administrators\)](#), and [Policy 352 \(Promotion, Tenure, and Evaluation\)](#). The policy change suggestions will be presented to the PCDIR in the Fall and upon approval will be forwarded to the Senate Coordinating Committee to go through the policy change process.

Develop statement to be included in position announcements that demonstrate NDSU's commitment to build a diverse faculty and staff. Diversity statements help translate our values and demonstrate that we are committed to an inclusive and respectful workplace. This work group developed a statement to be included on all position announcements based on values and goals for the university and in alignment with our strategic plan. The statement has been approved by the PCDIR and will be added to future position announcements.

Host an annual event to promote DEI and to highlight the units, programs, and spaces that promote community building, collaboration, and a diversity of voices. This work group conducted a survey of NDSU student organizations on campus that are involved in DEI practices. The survey asked student organizations what support they would like to see from the PCDIR. Based on the feedback, the work group members decided to host a table that promotes the PCDIR at NDSU's Involvement Expo in August 2022. The work group will also help select and celebrate the Advancing Inclusion Award recipient in November 2022.

Develop ways to show NDSU's responsiveness to feedback NDSU has received from BIPOC and LGBTQ students and other underrepresented or marginalized groups. The work group discussed ways in which the university responds to activities that occur impacting diverse and underrepresented population engagement with campus entities. The discussions focused on how the PCDIR responds and from whom that response would come, for example, would a response come from the subcommittee or from the PCDIR. The committee will continue to work on developing a response to an adverse activity which impacts members in our community. A consensus on who would be responding, if a response was necessary, was not reached.

Develop resources to assist with the recruitment and retention of diverse students. This work group continued their work from the previous year of exploring current practices and strategies for the recruitment and retention of diverse and underrepresented students at NDSU. Information on relevant data and trends was reviewed and summarized, including NDSU diversity rankings, racial/ethnic

demographics, and overall North Dakota and national population trends. The work group analyzed data collected from a Qualtrics survey of NDSU college/department/student service unit leaders where they sought to understand how recruitment and retention of diverse and underrepresented groups is practiced by various units and departments across NDSU. The main goal was to gather baseline data and develop recommendations for actions and future work. A PowerPoint presentation was created to disseminate the information to the PCDIR committee at three different meetings.

Data Exploration and Reporting. This work group has become a standing committee, and meets as needed to identify needs for data collection concerning diversity issues and communicating data findings to the Council and campus. Their action plan for the next year includes making campus climate data more accessible, increasing communication to campus about survey results and available data to assist in addressing equity on campus. They will also examine ways to collect and store voluntary data on gender identity and sexual orientation.

Ad hoc Committee on Membership and Structure. This ad hoc committee was formed after concerns by the co-chairs, and supported by the end-of-year member survey, to evaluate the current structure of the PCDIR, and offer suggestions that will help the Council align with a new President's goals and move forward as an effective advisory body. Areas that were considered included group size, representation across units, methods of recommendation for appointment, membership terms, and responsibilities and duties. A report was given to the full council and forwarded to the co-chairs for consideration.

The Council also has a website which continues to be updated and utilized for sharing information with campus (<https://www.ndsu.edu/inclusioncouncil/>). The website has information on members, agendas, work groups, Native American initiatives, culturally significant dates, campus DEI events, and a list of key resources on campus.

Our Presentations and Speakers

Throughout the year, the Council invited speakers to meetings to present information. Topics included updates from the President's Council on Campus Well-being, OIRA data presentation on graduate student campus climate results and update on the faculty and staff survey, how to be responsive to harassment, Ombuds annual report, syllabus statements on mandatory reporting, upcoming religious holidays, Native American student needs assessment results, update and introduction from City of Fargo DEI Director Terry Hogan, protecting your Zoom sessions, Intersections of disability and higher education, and information on opportunities for learning and training on campus.

Our Hosted, Sponsored or Endorsed Events

The Council was actively involved with hosting, sponsoring or endorsing events on campus. This year, to help raise additional awareness, campus DEI related events were added to the PCDIR website.

- February 24, 2022, Talk Back to Racism (PCDIR)
- March 1, 2022, Afterlives of Pandemics: Using Oral History and Art to Explore Lived Experiences of Pandemics (Department of Sociology and Anthropology and PCDIR)
- May 12, 2022, Disability and Culture Oral History Presentations (Department of Sociology and Anthropology and PCDIR)

Our Membership

Membership during the 2021-2022 year included individuals from each of NDSU's academic colleges, Student Affairs and Enrollment Management, Faculty Affairs and Equity, Finance and Administration, Provost's administrative offices, Athletics, and Forestry. Members included administration, faculty, staff, and students.

Joy Anne Annette, Upper Great Plains Transportation Institute
Lisa Arnold, English
Kristina Astrup, Human Resources
Jessie Bauer, Career and Advising Center
Scott Beaulier, Business
Emily Berg, Institutional Research and Analysis
Erika Berg, Animal Sciences
Robin Besse, Institutional Research and Analysis
Canan Bilen-Green*+, Faculty and Equity
Tom Claeys, ND Forest Service
Derisa Collymore, Graduate Student, Residence Life
Amanda Jo Cordova, Education
Jim Deal, Human Development and Family Science
Alan Denton*, Physics
Ryan Eagle*, American Indian Public Health Resource Center
Melissa Eslinger, Health Professions
Angela Fowler, Faculty Affairs
Alison Graham-Bertolini, English
Kendra Greenlee, Biological Sciences
Colleen Heimstead, Athletics
Heather Higgins-Dochtermann*, Equal Opportunity and Title IX Compliance
Carol Jergenson, Residence Life
Jess Jung*, Theatre Arts
Alicia Kauffman, International Student and Study Abroad
Mike Kessler, Engineering
Greg Lardy*+, Agricultural Affairs
Jamee Larson, English
Seinquis Leinen, Admission
Hollie Mackey, Education
Muhammed Marenah, Graduate Student
Larry Napoleon*, School of Education
Julie Nash*, Faculty Affairs
Kjersten Nelson, Political Science
Kimberly Overton, Education
Kristine Paronica, Ombuds
Kwangsoo Park, Apparel, Merchandising, Interior Design, and Hospitality Management
Laura Parson, Education
Michelle Pearson, TRIO
Deirdre Prischmann-Voldseth*, Natural Resource Sciences
Sheela Ramamoorthy, Microbiological Sciences

Chris Ray, Education

Lisa Samuelson, Memorial Union Programming and Student Activities

Amolia Schumacher, Residence Life

Indranil SenGupta*, Mathematics

Claudia Simon, Disability Services

Kristi Steinmann, Information Technology

Olivia Thomas*, Undergraduate Student, Student Government Diversity and Inclusion

Tabitha Thomas, Faculty Immigration

Jaclynn Walette*, Multicultural Programs

Christopher Whitsel, Sociology and Anthropology

[*Executive Committee Member, +Co-chair]

Upon employment in Spring 2022, Siham Amedy (Admission) and Nancy Boyle (Equal Opportunity and Title IX Compliance) were invited to attend the full committee meetings.