

President and Provost's Leadership Council for Equity, Inclusion, and Social Justice

Charge for 2018-19

Oregon State University is committed to ensuring that OSU is a just, caring, safe and inclusive community. As such, it is important to review institutional efforts to support an inclusive community for faculty, staff and students and recommend to the president and provost initiatives to ensure the continued commitment to social justice. The President and Provost's Leadership Council for Equity, Inclusion and Social Justice (PPLC) will deliver specific summary data and recommendations to the president on an annual basis. Recommendations made by the PPLC will identify both the cost and impact (High, Medium or Low) associated with each recommendation.

The PPLC will shape and guide a deliberate institutional strategy to provide comprehensive leadership and investments in equity, inclusion, diversity and social justice initiatives throughout the university.

The committee will be tasked with the following:

1. Review and recommend graduate student recruitment policies and practices to promote diversity.
2. Review and recommend graduate student retention policies and practices to promote diversity.
3. Review and recommend non-tenure track employee recruitment policies and practices concerning diversity.
4. Review and recommend non-tenure track employee retention policies and practices concerning diversity.
5. Evaluate outcomes, team response and survey data around satisfaction with the Bias Incident Response process.

Composition of the committee

The Leadership Council will be chaired by Dr. Charlene Alexander, Vice President and Chief Diversity Officer. Members of the committee represent each college, student affairs, undergraduate and graduate student leaders.

In order to maintain continuity, there will be an executive committee formed by the Vice President and Chief Diversity Officer, the assistant chair, and past chair to support the work of the committee. Executive Committee:

- President Ed Ray (ex officio): Jennifer Almquist, designee
- Provost Ed Feser (ex officio): Susan Capalbo, designee
- Charlene Alexander, Vice President and Chief Diversity Officer (Chair)
- Assistant Chair and Past Chair, TBD

The committee will:

1. Review institutional data and statistics over a three-year period to determine the trend in the number of underrepresented and international employees at Oregon State University.
2. Review efforts to support faculty recruitment efforts by college.

3. Review university retention data by college over the past 6-7 years, starting with the faculty cohort of 2010.
4. Identify retention practices employed by colleges.
5. Review the number of reports, by category, submitted to the Bias Response Team.
6. Review institutional student recruitment data and practices to support diversity.
7. Review student retention data and practices to promote diversity.

The Council will convene subcommittees to address each task of the committee and as necessary, delegate consideration of topics to existing committees or groups.