

## Appendix A – Taskforce Charge

### DEI Program Taskforce Charge

The DEI Program Taskforce is a Senate-Administration taskforce charged with developing and chartering an academic unit that is responsible for overseeing the academic mission of the Diversity, Equity, and Inclusion (DEI) requirement.

In 2011, the Academic Senate established the DEI requirement that mandates the completion of a Senate-approved DEI course:

- G) Requirement in Diversity, Equity, and Inclusion (En 3/1/11, Am 4/12/16]  
A knowledge of diversity, equity, and inclusion is required of all candidates for a Bachelor's degree who begin their studies at UC San Diego in lower-division standing in Fall 2011 or thereafter, or in upper-division standing in Fall 2013 or thereafter.
- 1) This requirement shall be satisfied by passing, with a grade not lower than C- or P, a one-quarter, four-unit course expressly approved by the Undergraduate Council for that purpose. A list of approved courses will be provided in the UC San Diego General Catalog. [Am 4/12/16]
  - 2) This requirement may be satisfied by presenting proof of having passed a one-quarter, four-unit transfer course, or its equivalent, at a recognized institution of higher education, community colleges included, that has been articulated to one of the courses approved by the Undergraduate Council for the purpose of meeting the Diversity, Equity, and Inclusion requirement. [Am 4/12/16]

Since the establishment of the requirement, and including courses scheduled for Fall 2020, just under 1300 courses have been offered by nearly 300 distinct instructors. A Senate-Administration workgroup was charged in February 2019 to evaluate aspects of the program, including criteria for approving DEI courses, assessment of courses, assessment of the requirement, faculty support, among other questions. The workgroup produced a report in March 2020, which was subsequently endorsed by the Senate. Included in the recommendations was a need to establish a mechanism for periodic assessment and review of the requirement.

The Divisional Academic Senate exercises oversight of academic programs through the program review process; departments, programs, and colleges are reviewed in seven-year cycles. This effectively reviews both major and general education requirements. However, as a campus-wide graduation requirement, the DEI requirement does not fall under any single academic unit; hence, there is presently no structure for review. This taskforce is charged with designing such a structure – effectively, a creating DEI Program. Such a program would provide an entity that could be reviewed through the normal undergraduate program review process, under the direction of the Undergraduate Council, but, perhaps with additional participation by the Committee on Diversity and Equity.

In designing the DEI Program structures, the taskforce should consider the following questions:

- *Functions the program would perform:* In addition to ensuring periodic review of the DEI requirement, what other valuable functions would the program support? For instance, assistance with proposals for new DEI courses, mentoring of faculty and/or TAs new to teaching DEI courses, assessment of individual DEI courses, creating a community of practice for DEI instructors [perhaps in collaboration with the Teaching + Learning Commons].
- *Program faculty.* As an academic program, the program would be made up of faculty who participate in the DEI requirement. Should this include all faculty (nearly 300) who have taught DEI courses? Alternatively, could participating departments nominate representatives? In the latter case, would faculty rotate in and out of the program (as is the case with the colleges' LPSOE Review Committee)?
- *Role of program faculty.* By establishing a DEI program faculty, program reviews will have a faculty body to interface with (as departmental reviews require meetings with departmental faculty). Is this the only function of the program faculty, or would the faculty be expected to provide additional service to the DEI requirement (e.g., assessment, faculty support, and other functions mentioned above)? These latter functions would certainly be useful, but would represent additional work – would this be considered a major university-level service contribution?
- *Role of the program director.* As an academic program, the DEI Program would be headed by a program director. Program directors are normally appointed by the EVC with recommendations from their divisional dean. How would these appointments be structured? What would be the duties and compensation?

We would appreciate a report on these matters by March 20, 2021. Thank you for your service on this important matter.

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