

June 5, 2020

TO: Monica Chacon Gallene, Sook Chung, Nick Coleman, Lora Harris, Russell Hill, Jerry Frank, Fredrika Moser, Claire Nemes, Cindy Palinkas, Angela Richmond, Larry Sanford - *Chair*, and Cat Stylinski

FROM: Peter Goodwin, President



SUBJECT: UMCES Diversity, Equity and Inclusion Collaborative

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UMCES is committed to being in the vanguard of efforts to make geosciences more diverse, equitable, and inclusive. Our commitment will involve conscious actions to attract, recruit and retain faculty, students and staff from underrepresented minorities in geosciences as well as creating the institutional environment where we can all thrive. Thank you for your willingness to participate as a Collaborative member and engage our entire community.

By establishing a Diversity, Equity and Inclusion Collaborative (DEIC), UMCES will provide a forum for a community of practice and will partner with the Faculty Senate as well as the UMCES Executive, Administrative, Staff, and Graduate Student Councils to effect institutional changes required to promote improvements in our diversity, equity and inclusion. Establishing a DEIC with an appropriate structure will highlight our institutional values and communicate the UMCES commitment to our partners and funders.

### Background

This innovative concept has evolved through ideas expressed by in-house experts within the UMCES community, the USM Board of Regents Retreat on Diversity, the USM Women's Forum, development of the UMCES Strategic Initiatives, discussions at the UMCES Convocation as well as experiences conveyed by experts from UM College Park and UMBC. UMCES is very grateful to everyone who has contributed to the development of the DEIC. We will assess the effectiveness of the DEIC after the first year and enhance our efforts as necessary.

Given the level of interest and commitment across UMCES to this critically important issue, it should be stressed that the DEIC is an inclusive and open process. The purpose of the DEIC is to coordinate, convene and ensure everyone can contribute within their specific interests without an undue time burden.

### Membership of the DEIC

Structured through UMCES shared governance, the DEIC will initially comprise:

- UMCES VP for Education (*Chair - permanent responsibility*) - Dr. Lawrence Sanford with support from the Assistant to the VPE Ms. Amy Griffin

- Two Unit Directors (*one-year appointments rotated such that every Director will serve 1 year in 3*) – Dr. Russell Hill (IMET) and Dr. Fredrika Moser (MDSG)

All other members serve one-year renewable appointments

- Four faculty members (*at least one Faculty Senate member*) – Dr. Sook Chung (IMET and FS), Dr. Lora Harris (CBL), Dr. Cindy Palinkas (HPL), Dr. Cathlyn Stylinsky (AL)
- One Faculty Research Assistant Mr. Jerry Frank (CBL)
- Two staff members (*at least one Staff Council member*) Ms. Monica Chacon Gellene (IMET), Ms. Angela Richmond (CA)
- Two students (*at least one Graduate Student Council member*) Mr. Nick Coleman (CBL), Ms. Claire Nemes (AL)

The inclusion of UMCES' executive leadership and all elements of our shared governance on the DEIC denotes the institution's commitment to diversity, equity and inclusion issues. The flexible composition of the DEIC is intended to promote transparency in its processes, allowing maximum involvement by UMCES administration, faculty, staff and students.

### **Charge to the DEIC**

The DEIC is charged with:

1. Providing a space for development of a DEI community of practice for UMCES. Meetings are open to all members of the UMCES community and participation is encouraged. Dates of meetings, location and agendas will be sent to *all-UMCES* at least one week prior to convening.
2. Encouraging dialogue and initiatives that are likely to include members of UMCES with expertise or special interests in the topic, but who are not necessarily on the DEIC.
3. Reporting back to the UMCES Councils and Faculty Senate about DEIC activities through the appropriate DEIC member. DEIC should be a standing agenda item on the Graduate Student Council, Staff Council, Faculty Senate, Administrative Council and Executive Council.
4. Submitting annual reports of the UMCES DEIC community of practice. The first annual report will include brief highlights, lessons learned during the year and recommendations to make the DEIC more effective.
5. Making recommendations to the appropriate UMCES Executive, Administrative and Faculty Senate Councils regarding DEI issues.
6. Coordinating and communicating DEI efforts among laboratories and units. and
7. Coordinating UMCES DEIC practices with our academic partners.

Meetings will be open to all UMCES faculty, staff and students and participation actively encouraged.

On behalf of the entire Executive Council, it is inspiring to see the level of commitment shown across our institution and we look forward to seeing the UMCES' impacts on these vexing national problems.

cc: Amy Griffin, Staff to the DEIC  
All UMCES