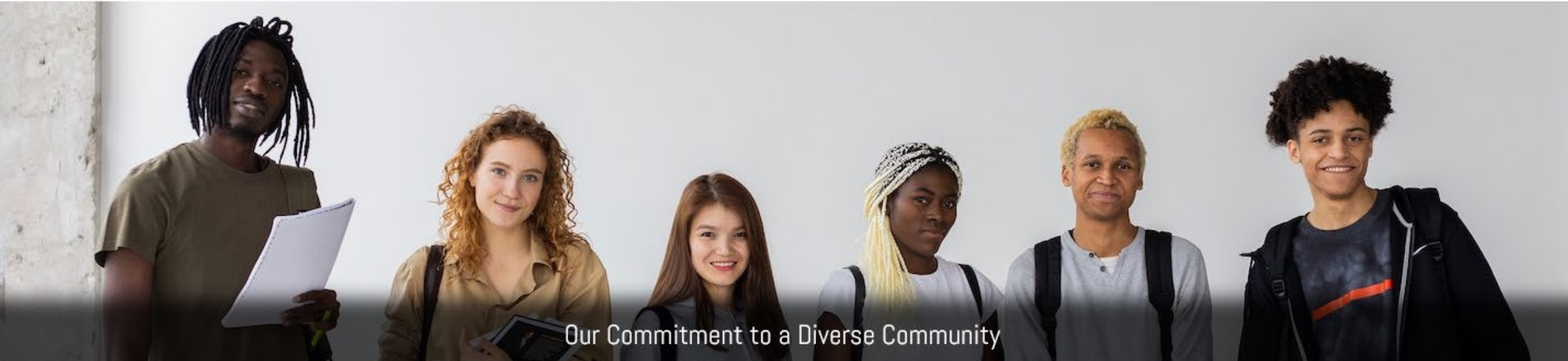


Diversity, Equity, and Inclusion Council

Ivan Allen College of Liberal Arts

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IAC DEI Council Meeting

Prepared by Aselia Urmanbetova

IAC DEI Council Meeting Agenda

2/17/22

Please note that this agenda is tentative and subject to change should we decide as a group to refocus today's discussion on other topics/issues. Do not hesitate to ask questions and provide feedback at any point during our meeting!

- Ice Breaker: On a scale of cats, how do you feel today?
- Announcements (~5 mins)
 - GT IDEI Updates
 - IAC DEI Updates
- Action group activity updates:

Each group has an opportunity to update the Council on their current activities/evens; we will go in the alphabetical order: <https://dei.iac.gatech.edu/action/groups> (tentatively 25 mins: ~10 mins per group, 5 groups)

 - Recruitment and Retention of Students
- Issue area to address: Academic Freedom
- Propose/discuss
 - Any other activities for/by the general Council?
 - Any procedural suggestions for the Council's leadership?
 - Next meeting agenda?



Ice Breaker!

- On a scale of cats, how do you feel today?



Announcements

- GT IDEI Updates
 - A new online reporting form for **Title IX** and sexual misconduct cases is now available for use by students, staff, and faculty
 - New website: titleix.gatech.edu
 - Form link: https://gatech-gme-advocate.symplcity.com/titleix_report/index.php/pid343403
 - Allows for anonymous reporting when needed or appropriate
 - All reports should be submitted through the form
 - For more information, contact [Chris Griffin](#), Title IX Coordinator, or [Alexis Martinez](#), executive director for Equity and Compliance Programs

Announcements

- GT IDEI Updates
 - Georgia Tech Market Equity [Pay Gap] Study – Progress & Guidelines
 - Overview Compensation Program Review: <https://hr.gatech.edu/overview-compensation-program-review#node-1881>

Program Timeline

Implementation Phases & Annual Review Cycle Dates	
December 2021	Phase I: Completed Market Equity Study pay adjustments for Staff on Job Classification and Compensation System (JCCS)
First Quarter 2022	Phase 2: Issue operationally funded market equity pay adjustments for staff. <u>Click here for Guidelines for Phase 2 Operations.</u>
	Faculty Phase: Make market equity pay adjustments for employees with faculty classification

Announcements

- IAC DEI Updates
 - Dean's Weekly Update – Feb 16
 - New IAC Reappointment, Promotion and Tenure Resource Website: rpt.iac.gatech.edu:
<https://intranet.iac.gatech.edu/promotion-tenure>

Welcome

This site contains internal-facing resources for faculty and staff of the Ivan Allen College of Liberal Arts at the Georgia Institute of Technology. The main categories are listed here and always available in the main navigation menu.

- [College Resources](#)
- [Institute Resources](#)
- [Computer / IT Resources](#)
- [Resources for Faculty](#)
- [Promotion and Tenure](#)

[Timeline](#)

[Institute Guidance and Resources](#)

[IAC Tenure-Track/Tenured Faculty](#)

[Models of Productivity](#)

[Assistant Professor Critical Review](#)

[Tenure and Promotion to Associate Professor and Promotion to Full Professor](#)

[Lecturer 3rd Year Review](#)

[Lecturer Promotion](#)

[Academic Professional Promotion](#)

[Periodic Peer Review](#)

[Research Faculty Promotion](#)

[Regents' Professor and Researcher Nominations](#)

[School Handbooks](#)

[Best Practices & Expectations](#)

[Annual RPT Candidate Workshops](#)

[Contact Us](#)

Announcements

- IAC DEI Updates
 - Funding
 - Got \$5,000 earmarked for Diversity, Equity and Inclusion
 - Still have: \$3,950
 - Spend by end of May 2022
 - Action group recommendations to IAC Leadership: end of April
 - Before submitting recommendations, please review
 - <https://intranet.iac.gatech.edu/>
 - <https://iac.gatech.edu/>

Recruitment and Retention Groups Update

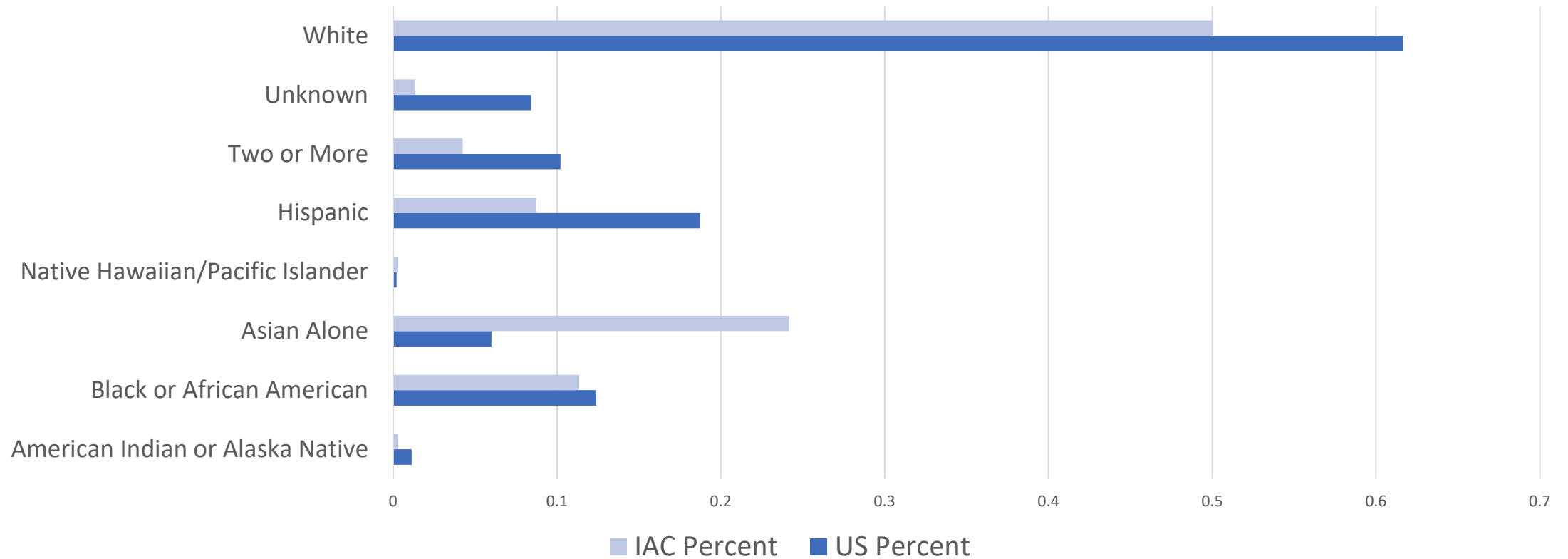
Student Focused

- Group members: Brad Rittenhouse, Raine Sagramsingh, Michael Terrell
- Admissions reports (prepared by Brad Rittenhouse)
 - Graduate and undergraduate (next slides)
 - Data in charts of IAC vs. GT, IAC vs. Fulton, and IAC vs. GA clearly indicates the pressure points observed in the current political climate of GA, or namely the political divide between urban and rural GA
- DEI Organizations at GT (prepared by Raine Sagramsingh)
 - https://gtvault.sharepoint.com/:w:/s/IACDiversityandInclusion/EQHUI98g3XVMmMLB0p50V_QBo1cs3OcOmh729fHaiXVcGg?e=2ZIJXV
- Suggestions (Raine and Brad)
 - Anonymous Online Suggestion Dropbox on the Website
 - Website updates
 - Recurring dialogue-focused events
 - Will submit a request for funding

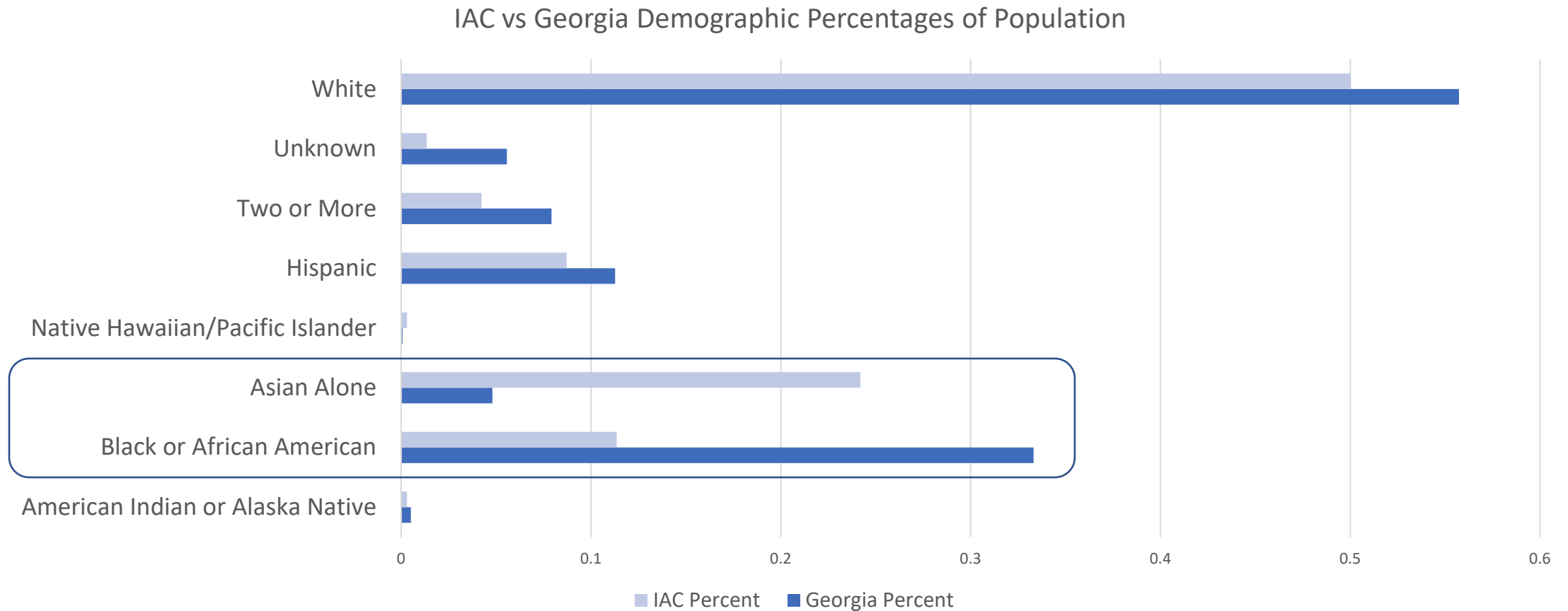


Recruitment and Retention Groups Update Student Focused (by Brad Rittenhouse)

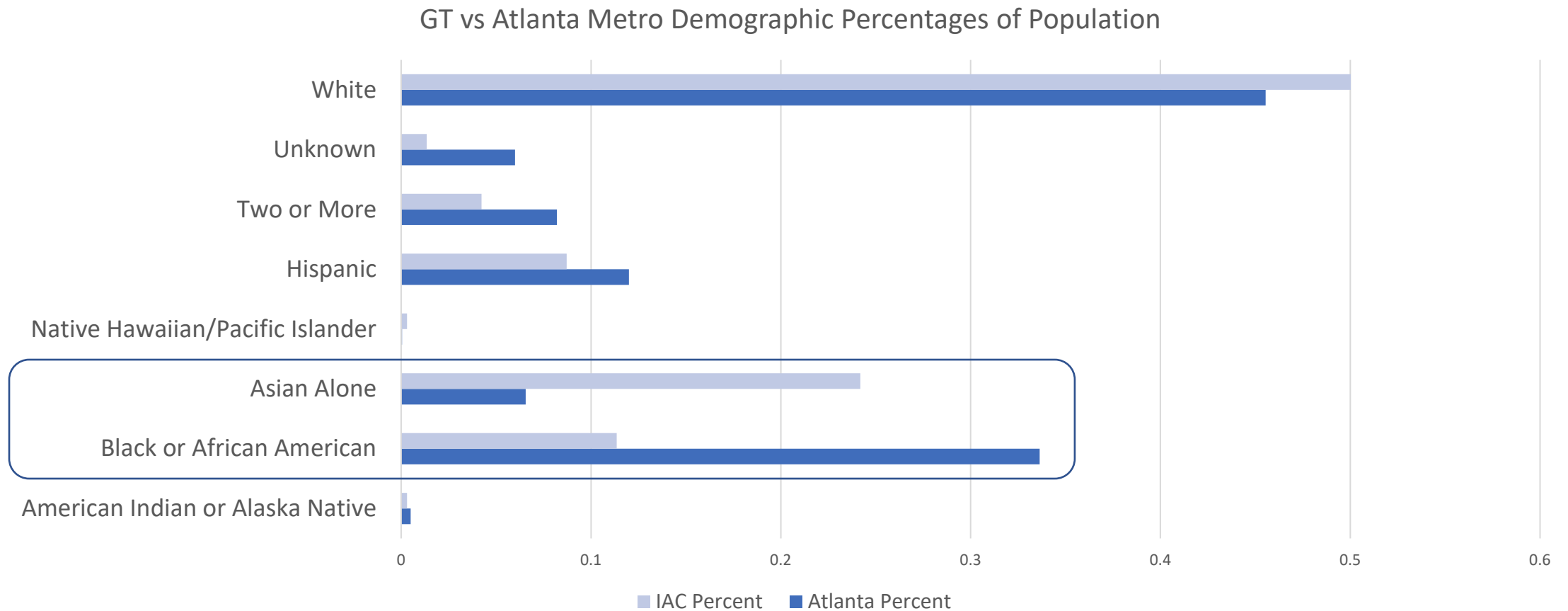
IAC vs US Demographic Percentages of Population



Recruitment and Retention Groups Update Student Focused (by Brad Rittenhouse)

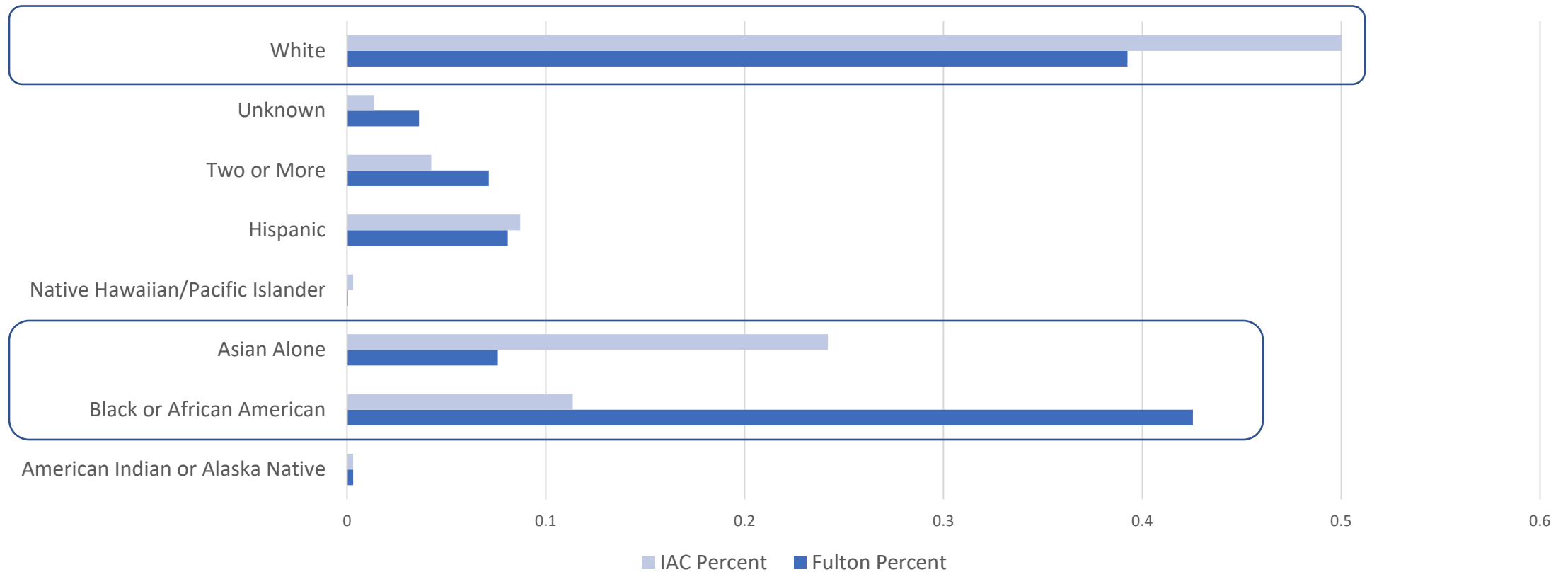


Recruitment and Retention Groups Update Student Focused (by Brad Rittenhouse)



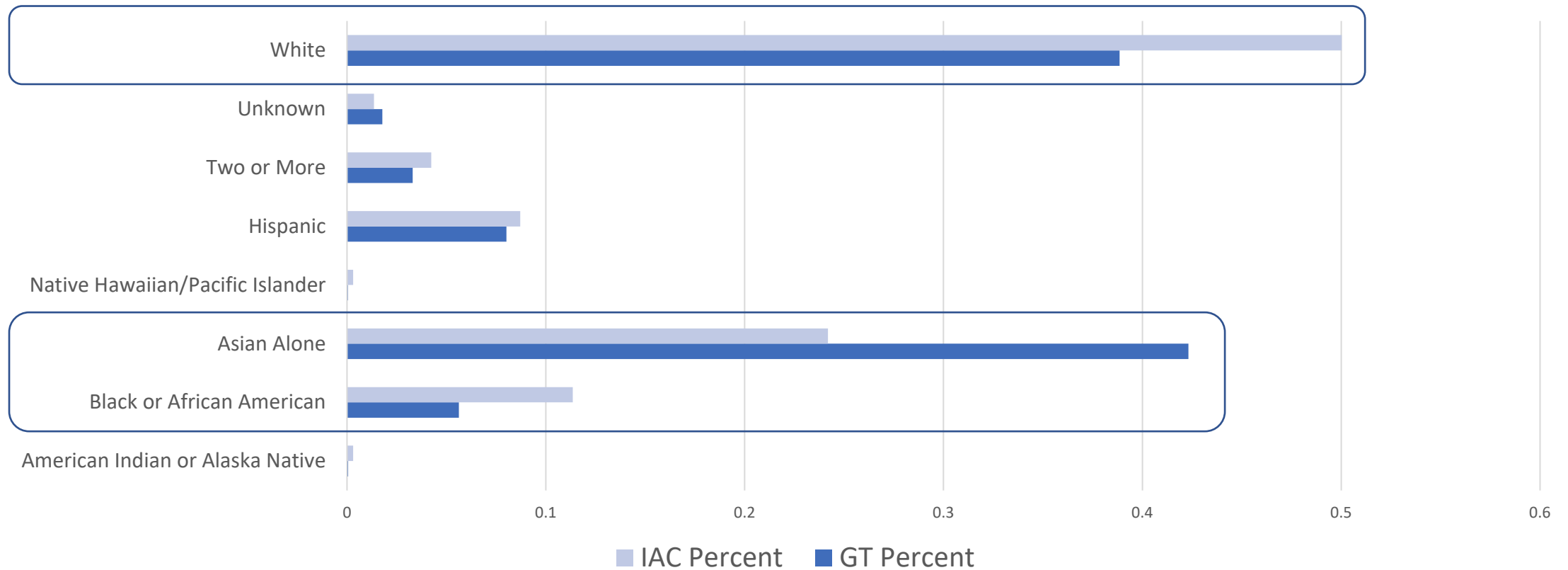
Recruitment and Retention Groups Update Student Focused (by Brad Rittenhouse)

IAC vs Fulton Demographic Percentages of Population



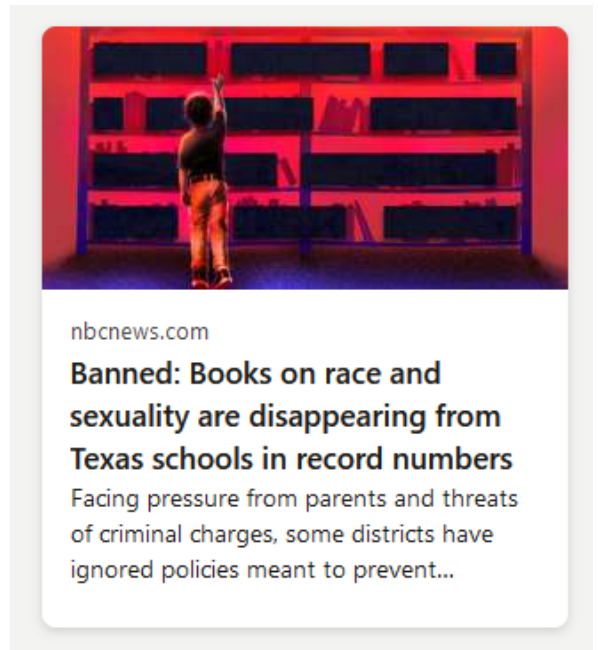
Recruitment and Retention Groups Update Student Focused (by Brad Rittenhouse)

GT vs IAC Demographic Percentages



Issue Area: Academic Freedom, Trends

- GA, AJC
 - [Opinion: First, it was critical race theory. Now, it's books](#)
 - [This election year, Georgia classrooms are on the front lines in culture wars](#)
 - [Teachers rally against bills that limit classroom discussions on race](#)
- Other states, e.g.
 - [Banned: books on race and sexuality disappearing from Texas schools in record numbers](#)



Issue Area: Academic Freedom, GA Legislative Inquiry

- Fall 2021
 - GT asked to submit list of courses
- 2/10/2022
 - Article in AJC: [Georgia lawmaker targets work focused on anti-racism, social justice](#)
 - Document: <https://twitter.com/methanoJen/status/1491478399377940481>
- HoR Request for Information, selected:
 - Positions reporting to president/provost, and positions one step down, and their compensation increases
 - positions whose 50% of time is compensated for advancing, advocating, supporting DEI, social justice, promotion of anti-racism
 - Individuals occupying these positions over the last five years
 - All institutionally-funded or -supported speakers, book studies, professional development events, co-curricula programming and other programming
 - [PDF Copy in Sharepoint](#)

Issue Area: Academic Freedom, GT Response

GT Responses, Emails from Fei-ling Wang to IAC Faculty List

- 1/31/2022: Update on Academic Freedom & Pending Georgia Legislation
- 2/16/2022: Faculty Governance Statement on Legislative Inquiry
- Link to these emails in [Teams](#)

1/31/2022: Update on Academic Freedom & Pending Georgia Legislation, 2 PDF Files:

- American Council on Education: Statement on Academic Rights and Responsibilities
- Proposed Academic Freedom modifications for Faculty Handbook (Section 5.1)
 - Georgia Tech faculty members are entitled to full freedom in research and in the publication of the results.
 - [Previous] Georgia Tech faculty members are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the Institute.

Issue Area: Academic Freedom, GT Response

- Proposed Academic Freedom modifications for Faculty Handbook (Section 5.1)
 - Georgia Tech **faculty members** are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject. The intent of this statement is not to discourage what is “controversial.” Controversy is at the heart of the free academic inquiry which the entire statement is designed to foster. This statement serves to underscore the need for teachers to avoid persistently intruding material which has no relation to their subject.
 - [Previous] Georgia Tech faculty members are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject. Limitations of academic freedom because of the aims of the Institute should be clearly stated in writing at the time of appointment. [Second 1970 comment of AAUP principles: The intent of this statement is not to discourage what is “controversial.” Controversy is at the heart of the free academic inquiry which the entire statement is designed to foster. The passage serves to underscore the need for teachers to avoid persistently intruding material which has no relation to their subject.]

Issue Area: Academic Freedom, GT Response

- Proposed Academic Freedom modifications for Faculty Handbook (Section 5.1)
 - Georgia Tech **faculty members** are **citizens**, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence, they should at all times be accurate, should show respect for the opinions of others, and should indicate that they are not speaking for the institution.
 - [Previous] Georgia Tech faculty members are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence, they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.
 - **Limitations of academic freedom because of the aims of the Institute should be clearly stated in writing at the time of appointment.**

Issue Area: Academic Freedom, GT Response

2/16/2022: Faculty Governance Statement on Legislative Inquiry

- As many of you know, the University of System of Georgia and its institutions received a request for information from the state legislature [[AJC reporting](#)]. The request asked for significant information related to many things, including our diversity, inclusion, and equity efforts.
- At the next senate meeting on Tuesday, February 22, we will introduce a resolution to expressly state our commitment to our values, including that:
 - we thrive on diversity,
 - we safeguard freedom of inquiry and expression, and
 - we nurture the wellbeing of our community.
- The resolution will reaffirm our commitment to the work that supports these values.
- Please forward this correspondence to your constituents to help in its broad dissemination to the community. We also ask that you contemplate other ways that we can collectively and individually support a campus environment that models our values of inclusion and inquiry so we can bring that forward for debate in the Senate.

What Can Be Done?

- Lean on the PUBP/INTA/SOE expertise on advocacy and policy change?
- Lean on Humanities to engage with students to sustain the climate and morale?
- Lean on IAC connections with community activists and advocates in Atlanta and GA?
- Lean on DEI Councils and activists across all GT colleges and units to build support?
- Anything else?

Next Meetings 2021-2022

- March 17 at 2-3pm
 - Regular Bluejeans Link: <https://bluejeans.com/421019687/4309>
 - Ice breaker: Faculty Recruitment and Retention
 - Your Favorite Book!