

February 25, 2019

TO: The Board of Trustees of the University of Oregon

FR: Angela Wilhelms, Secretary

RE: Notice of Academic and Student Affairs Committee Meeting

The Academic and Student Affairs Committee of the Board of Trustees of the University of Oregon will hold a meeting on the date and at the location set forth below. Subjects of the meeting will include: the provost's standing report, a proposed change to the student conduct code and a report on changes implemented in June 2018, an update on the Data Science Initiative, a new PhD program in Ethnic Studies, and an update on institutional activities relating to diversity, equity and inclusion.

The meeting will occur as follows:

Monday, March 4, 2019 at 10:00 a.m.

Erb Memorial Union, Redwood Auditorium

The meeting will be webcast, with a link available at <https://trustees.uoregon.edu/meetings>.

The Erb Memorial Union is located at 1395 University Avenue, Eugene, Oregon. If special accommodations are required, please contact Jennifer LaBelle (541) 346-3166 at least 72 hours in advance.

BOARD OF TRUSTEES

6227 University of Oregon, Eugene OR 97403-1266 | (541) 346-3166 | trustees.uoregon.edu | trustees@uoregon.edu

An equal-opportunity, affirmative-action institution committed to cultural diversity and compliance with the Americans with Disabilities Act

Board of Trustees | Academic and Student Affairs Committee
Public Meeting | March 4, 2019 @ 10:00 a.m.
Erb Memorial Union | Redwood Auditorium

Convene

- Call to order, roll call
- Approval of December 2018 minutes (Action)

Provost's Quarterly Report

- 1. Data Science Initiative Update:** Bill Cresko, DSI Director and Professor of Biology
- 2. Student Conduct Code: Proposed Change and Update Regarding 2018 Changes (Action):** Kris Winter, Associate Vice President and Dean of Students; Katy Larkin, Director of Student Conduct and Community Standards.
- 3. Diversity, Equity and Inclusion Initiatives and Updates:** Yvette Alex-Assensoh, Vice President for Equity and Inclusion; Victoria DeRose, Associate Vice President and Director, Center on Diversity and Community; Leslie-Anne Pittard, Assistant Vice President for Campus and Community Engagement.
- 4. New PhD Program Approval – Ethnic Studies (Action):** Laura Pulido, Professor and Department Head; Lynn Fujiwara, Associate Professor

Meeting Adjourns

Agenda Item #1

Data Science Initiative

There are no materials for this section as of this publication.

PAGE LEFT BLANK INTENTIONALLY

Agenda Item #2

Student Conduct Code



The Board of Trustees has retained authority to amend UO Policy III.01.01, the Student Conduct Code (“Code”). In December, 2018, as reported to the Board of Trustees, President Schill took temporary action (authorized under the Delegation of Authority) to amend Section 3.II.2 of the Code. These changes were requested as an emergency, temporary action by the Dean of Students, Office of Investigations and Civil Rights Compliance and the Office of General Counsel due to the need to clarify language conflicting with current UO practices, which aligned with best practices.

The temporary change is now before the Board as a proposed permanent change to the Code.

The Code establishes a Community Standards/Student Conduct Committee (“Committee”), tasking it with “the responsibility for formulating, approving or recommending changes related to the Student Conduct Program. In the intervening months, the Committee met to discuss these changes and is supportive.

Attached for your consideration of this matter:

1. The resolution
2. A memo from the University Secretary to the President explaining the rationale for the proposed changes (used in December to request the temporary, emergency edits)
3. A redlined version of the Code with unaffected sections redacted

Also included in this packet, following the aforementioned documents, is the executive summary provided to trustees for the June 2018 meeting, during which the Board approved a series of changes to the Code. At that time, trustees requested that the Dean of Students return to provide an update on the implementation of one particular change, which was the inclusion of a “violation of law” provision. The Dean of Students will provide this update at the March 4 ASAC meeting; the summary from June 2018 is provided as a refresher for the update.

**Academic and Student Affairs Committee
Board of Trustees of the University of Oregon**

Resolution: Adoption of Proposed Changes to Student Conduct Code

Whereas, UO Policy III.01.01, the Student Conduct Code (“Code”) stipulates that the primary mission of the Code is to “set forth the community standards and procedures necessary to maintain and protect an environment conducive to learning”;

Whereas, UO Policy III.01.01 notes that a corollary mission of the Student Conduct Code is to teach students to live and act responsibly in a community setting, with respect for the rights of other students and members of that community...and to encourage the development of good decision-making and personal integrity;

Whereas, to be effective, the Student Conduct Code must be updated and kept current, and must be aligned with state law, federal law and best practices;

Whereas, temporary emergency changes were enacted to the Code by President Schill in December 2018 to ensure such alignment and clarity in the Code’s language;

Whereas, the University, including the Community Standards/Student Conduct Committee, endorse these changes as permanent amendments to the Code; and,

Whereas, the Board’s Policy on Committees authorizes the Academic and Student Affairs Committee to refer matters to the full Board of Trustees as a seconded motion;

NOW, THEREFORE, the Academic and Student Affairs Committee of the Board of Trustees of the University of Oregon hereby refers to the Board as a seconded motion the proposed changes to Section 3.II.2 of the Student Conduct Code as articulated below:

“3.II.2 Notice. Upon receiving a complaint or notice that a Student may have violated the Student Conduct Code, the Director of Student Conduct and Community Standards shall assess whether an informal resolution, alternative resolution, formal student conduct action, or other process is appropriate. If the Director of Student Conduct deems formal** student conduct action to be appropriate, the Director will issue ~~serve~~ a written notice ~~up~~ ~~onto~~ the Student ~~via their official University of Oregon address, either by electronic mail or by mailing to the latest address of the Student on file at the Office of the Registrar of the University, or, if necessary, by registered or certified mail or by personal service. A status update on the case shall be sent to the member of the university community who filed the complaint.~~ Such notice shall inform the student of: [end of relevant section]”

Vote recorded on following page

Moved: _____

Seconded: _____

Trustee	Yes	No
Ballmer		
Curry		
Ford		
McIntyre		
Paustian		
Schill		
Wilcox (Chair)		

Date: _____

Initials: _____

POLICY MEMO

To: Michael Schill, President

CC: Darci Heroy, AVP and Director, OCIRC
Katy Larkin, Director, Student Conduct and Community Standards
Kevin Marbury, VP for Student Life
Kevin Reed, VP and General Counsel
Kris Winter, AVP and Dean of Students

From: Angela Wilhelms

Date: December 10, 2018

Re: Temporary Policy Amendment Request – Student Conduct Code

The UO’s Retention and Delegation of Authority (“RDA”) stipulates that only the Board of Trustees may make changes to the Student Conduct Code (UO Policy III.01.01) (“Code”). However, there is a clause in the RDA which allows the president to “establish emergency and temporary policies, standards and directives when the Board or the President deems it necessary or appropriate.” Such actions “may have the scope and force of Board actions and must be reporting to the Board expeditiously.” (See Section 3.3.)

The Office of Student Conduct and Community Standards requests the president take such a temporary, emergency action in the form of a change to the Student Conduct Code.

The Office of the Dean of Students (“DOS”), in partnership with the Office of Investigations and Civil Rights Compliance (“OICRC”) and the Office of the General Counsel (“OGC”), request such a temporary change to the Student Conduct Code. The change will be brought before the Board in March for consideration by that body in concert with any other proposed changes as part of the standard annual update process. However, DOS, OGC and OCIRC believe this change is necessary now, rather than later, due to risks inherent in the current language. There was an effort to prepare this recommendation for the Board meeting in December, but time did not allow for that as the issue with current language was only uncovered the week prior to the board meeting

The change is to Section 3.II.2. – Notice. The two primary reason for the timely change (as opposed to waiting until March) is as follows: Through work on a recent matter, the Dean’s office learned that the current language is being construed as in conflict with the UO’s current practices and the related Standard Operating Procedures for cases involving discrimination and harassment. The following explanation is offered from OGC:

The current language states, “Upon receiving a complaint or notice that a Student may have violated the Student Conduct Code, the Director of Student Conduct and Community Standards shall serve a written notice upon the Student, either by electronic mail or by mailing to the

latest address of the Student on file at the Office of the Registrar of the University, or, if necessary, by registered or certified mail or by personal service.” The language has recently been read to indicate that a written notice must be served on a Respondent upon receiving *any* notice, allegation, or other information that the student may have violated the Code. However, this construction is contrary to best practice. It is consistent with the Student Sexual and Gender-Based Harassment and Violence Complaint and Response Policy, which preserves the possibility of an alternative resolution that can be equally effective in stopping harassment. It is also not consistent with other provisions in the Code, such as Section 5.3, which provides the Director of Student Conduct necessary discretion to initiative alternate dispute resolution or proceed pursuant to a determination of responsibility. It would require the Dean of Students to proceed with a formal process prematurely, potentially against a Complainant’s wishes, subject Respondents to a formal process when such a process is unnecessary or when alternative resolution would be equally as effective, override confidentiality requirements, and disregard any delay for good cause in coordination with law enforcement. This language, read as an automatic requirement, presents severe potential consequences to all individuals impacted by the start of a formal conduct process.

The change creates an expectation to provide notice via UO email when the DOS has decided to pursue a formal process, which aligns with existing policy and codifies the practice in use. DOS, OGC and OICRC collaborated to draft the proposed change and agree that the new language will ensure compliance and mitigate potential legal issues.

The proposed change follows. Questions about the need or language should be directed to Jessica Price in OGC, Katy Larkin in DOS, or Darci Heroy in OICRC. DOS has reached out to ASUO for a meeting about this change and to discuss the deviation from normal processes; the change will be brought to the Student Conduct Committee in winter term pursuant to normal procedures.

If you approve this change, please sign the attached routing memo.

** **

Current Language

“3.II.2 Notice. Upon receiving a complaint or notice that a Student may have violated the Student Conduct Code, the Director of Student Conduct and Community Standards shall serve a written notice upon the Student, either by electronic mail or by mailing to the latest address of the Student on file at the Office of the Registrar of the University, or, if necessary, by registered or certified mail or by personal service. A status* update on the case shall be sent to the member of the university community who filed the complaint. Such notice shall inform the student of: [end of relevant section]”

**Note from the Director of Student Conduct and Community Standards, Katy Larkin: In the majority of cases, we are unable to provide a status update to the reporting party due to Federal and state privacy rights of the accused student. Cases in which complainants are permitted information are clarified elsewhere in the code and in applicable SOPs.*

Redline Version w/ Proposed Changes

“3.II.2 Notice. Upon receiving a complaint or notice that a Student may have violated the Student Conduct Code, the Director of Student Conduct and Community Standards shall asses whether an informal resolution, alternative resolution, formal student conduct action, or other process is appropriate. If the Director of Student Conduct deems formal** student conduct action to be appropriate, the Director will issueserve a written notice ~~upon~~ to the Student via their official University of Oregon address, either by electronic mail or by mailing to the latest address of the Student on file at the Office of the Registrar of the University, or, if necessary, by registered or certified mail or by personal service. A status update on the case shall be sent to the member of the university community who filed the complaint. Such notice shall inform the student of: [end of relevant section]”

***Note from the Director of Student Conduct and Community Standards, Katy Larkin: The current language can be interpreted to mean that we will immediately serve notice to a student upon receipt of information that suggests they may have violated the code. This is impractical because we need to take reasonable time to ensure the credibility of the report, gather appropriate information to move forward with conduct action, consult with potential complainants about their requests for action/no action, and to determine which option for resolution is appropriate for each case.*

Clean Version w/ Proposed Changes

“3.II.2 Notice. Upon receiving a complaint or notice that a Student may have violated the Student Conduct Code, the Director of Student Conduct and Community Standards shall assess whether an informal resolution, alternative resolution, formal student conduct action, or other process is appropriate. If the Director of Student Conduct deems formal student conduct action to be appropriate, the Director will issue a written notice to the Student via their official University of Oregon address. Such notice shall inform the student of: [end proposed change]”

**University of Oregon Policy III.01.01 - Student Conduct Code
TEMPORARY CHANGES FROM DEC 2018**

NOTE: The below version of the policy has sections not containing proposed revisions redacted. A full version of the Code is available upon request or at <https://policies.uoregon.edu/vol-3-administration-student-affairs/ch-1-conduct/student-conduct-code>

Policy Statement

All revisions to Student Conduct Code procedures, including but not limited to jurisdictional revisions, shall apply retroactively to pending Student Conduct complaints, filed on or after September 11, 2014.

Section 1: Student Conduct Policies

[Section redacted – no changes]

Section 2: Student Rights

[Section redacted – no changes]

Section 3: Administration of the Student Conduct Process

I. Administrative Policies

[Section redacted – no changes]

II. Student Conduct Procedures

This section of the code describes the process that the Student Conduct office adheres to following an alleged violation of the code.

1. Complaint. *[Section redacted – no changes]*
2. Notice. Upon receiving a complaint or notice that a Student may have violated the Student Conduct Code, the Director of Student Conduct and Community Standards shall assess whether an informal resolution, alternative resolution, formal student conduct action, or other process is appropriate. If the Director of Student Conduct deems formal student conduct action to be appropriate, the Director will issue-serve a written notice upon-to the Student via their official University of Oregon address, either by electronic mail or by mailing to the latest address of the Student on file at the Office of the Registrar of the University, or, if necessary, by registered or certified mail or by personal service. A status update on the case shall be sent to the member of the university community who filed the complaint. Such notice shall inform the student of:
 - a. The alleged Code violation;
 - b. The opportunity for the student to meet with the Director for purposes of discussing the options for disposition of the case;
 - c. The Student's right to assistance. At an administrative conference with the Director (or their designee or before the Appeals Board, of the Vice President for Student Life's designee, if applicable, a Student may, but

need not represent his or her own interests, or be assisted by someone including but not limited to one of the following representatives:

- A. The Office of Student Advocacy;
 - B. Another Student;
 - C. A member of the faculty or administration;
 - D. An attorney.
- d. The requirement to respond within 7 calendar days to arrange a meeting with the hearing officer. The hearing officer will proceed as provided below if the Student does not arrange to meet or fails to meet with the hearing officer as arranged.
 - e. To the extent the University provides free legal representation to students who are party to student conduct proceedings, it will ensure that free legal representation is equally available to student respondents and student complainants.
- 3. Response. *[Section redacted – no changes]*
 - 4. *[Section redacted – no changes]*

III. Administrative Conferences

[Section redacted – no changes]

IV. Appeals

[Section redacted – no changes]

V. University Appeals Board

[Section redacted – no changes]

VI. Imposition of Sanctions, Adjudication of Contempt and Failure to Complete Assigned Sanctions

[Section redacted – no changes]

Section 4: Academic Misconduct Procedures

[Section redacted – no changes]

Section 5: Alternative Dispute Resolution

[Section redacted – no changes]

Section 6: Emergency Action

[Section redacted – no changes]

Section 7: Student Conduct Process for Student Organizations

[Section redacted – no changes]

-End-

EXECUTIVE SUMMARY OF PROPOSED CHANGES TO THE STUDENT CONDUCT CODE

Through a collaborative process, the Office of Student Conduct and Community Standards (OSCCS) and the Student Conduct Committee (“the Committee”) agreed upon 18 proposed changes to the University of Oregon Student Conduct Code. The changes primarily reflect language adjustments to offer clarification of definitions and policies and are labeled in the Crosswalk Document as items 1-17. They also appear identically in both the Version A and Version B proposals. We respectfully submit these 17 changes for review and approval by the Board of Trustees.

In addition to the proposed changes where OSCCS and the Committee reached consensus, there are two areas of dissent. These are reflected in the Crosswalk Document as items 18-19. Item 18 can be found in Version A only. Item 19 can be found in Version B only. Following is a brief discussion providing rationales for the support and dissent for items 18 and 19.

Item 18- Version A: Proposed new violation.

“Violation of Law: - Actions and behaviors that violate local, state, or federal law, but are not expressly defined in the standards above, which negatively and significantly impact the university community and its members, may also be addressed through the procedures set forth in this code.”

Rationale from OSCCS and Office of the Dean of Students (In Favor)	Rationale from Student Conduct Committee (Opposed)
<p>OSCCS recommends that a “Violation of Law” section be added to allow the office to respond to serious criminal behavior that, negatively and significantly impacts the university community, but is not otherwise defined in the student conduct code. The language in the provision clearly limits this jurisdiction to both the requirements set forth in the Code (Section IV and language passed by the Board in 2014) as well as the additional language requiring it to negatively and significantly impact the university community. The intention behind this provision is to create the opportunity for the University to address concerning behavior including but not limited to:</p> <ul style="list-style-type: none"> • Possession of child pornography • Kidnapping • Homicide, attempted or actualized • Sexual abuse of a minor • Vehicular manslaughter • Large-scale vandalism and natural resource damage <p>We have encountered these types of cases and have been unable to charge them under the current code. This type of violation is found in the</p>	<p>The committee opposes the addition that would make any violation of state, federal or local law a conduct violation for the following reasons:</p> <ul style="list-style-type: none"> • Lack of clarity around off-campus jurisdiction would allow this policy to be applied broadly, potentially bringing conduct violations against students for off-campus behavior that has no perceivable impact on the UO community. • The proposal does not specify what would constitute a violation of law (i.e., arrest, arraignment, conviction), meaning that the “preponderance” standard of evidence will hold in determining student sanctions. This places undue value on the criminal justice system at the point of arrest. Students facing legal sanction should only face further sanction from the University in cases that explicitly relate to their status as students or the safety of the campus community. <ul style="list-style-type: none"> ○ Furthermore, this reliance on the criminal justice system will mean that students belonging to groups that

<p>student conduct code of many peer institutions, including Portland State University, Oregon State University, the University of Colorado, and the University of Washington.</p> <p>These are the types of violations that have significant potential to impact the university community, create risk for our community members and implicate our obligations to assess risk and respond where necessary. (For example, we host many minors on campus during the summer months, and have children in daycare on campus.)</p> <p>In addition, adding this violation protects the University of Oregon, specifically our investigators, from investigating cases involving sex crimes against minors. Our investigators do not have legal immunity from possessing illegal images of children, nor do they have expertise in performing forensic interviews with children. Thus, they would be placing themselves and the University at legal risk should they investigate these types of cases. We would then be forced to hire external resources to perform investigations into conduct that has already been adjudicated, and at a typically higher evidentiary standard. It is much better for the University to investigate whether a violation of law or policy was found in these cases rather than investigate the behavior itself.</p> <p>Issuance of charges under this violation would be limited to cases where a legal charges had been issued or a finding made in a court of law or government agency with adjudicative powers. Staff will be trained to examine all cases for disproportionate impact on students related to marginalized identities.</p>	<p>face disproportionate policing also will face disproportionate impact under this addition.</p>
--	---

Item 19 – Version B: Proposal to reinstate panel hearings

The Student Conduct Committee supports in principle re-establishing panel adjudications for Student Conduct Code violations, with the exception of Title IX related cases, according to a format and procedures to be determined by the end of spring term 2019 and implemented by the first day of Law School classes, fall term 2019.

Rationale from OSCCS and Office of the Dean of Students (Opposed)	Rationale from Student Conduct Committee (In Favor)
<p>OSCCS and the Office of the Dean of Students oppose the reintroduction of panel hearings based on the following rationale:</p> <ul style="list-style-type: none"> • The University Community already has an established Appeal Panel that hears appealed cases decided by OSCCS and Residence Life. This Panel has 3 Faculty and 3 Students and has the authority to overturn decisions made by the original hearing officer. As such, the UO community already actively participates in the oversight of the student conduct process and serves as a great check-and-balance. <ul style="list-style-type: none"> ○ Participation in current appeals board has been a challenge. The University Senate and ASUO were not able to recommend the Appeals Panelists until Winter Term of this year, over 14 weeks into the academic year. Students who had their cases decided in the fall and who chose to appeal had to wait 3-4 months to hear a decision on their appeal, which had a negative impact. ○ The Appeals Board that was appointed, while passionate and participatory, struggled to meet regularly and to compose appeals decision letters that met the 30-day requirement outlined in the code. • Panels tend to create an adversarial tone for students because they are a construct of the adversarial process. Students are less likely to engage in educational development in a panel model compared to a single adjudicator model because of the intimidating nature of a panel and the ability of a single adjudicator to nuance a conversation to a specific student’s needs. In addition, panels can perpetuate a hostile environment and have the potential to exacerbate trauma, far more than do administrative conferences. 	<p>The Committee supports the reimplementa-tion of a panel hearing option for students at the point of first adjudication (with the exception of Title IX-related cases) for the following reasons:</p> <ul style="list-style-type: none"> • Students should have the right to more than a single adjudicator when they believe they will be treated more justly with the involvement of students and faculty. • In fall 2017, the University Senate passed a resolution calling upon the Student Conduct Committee to develop procedures to allow for the inclusion of students’ peers in cases involving free speech.** Determining what constitutes a free speech could be problematic; therefore the Committee proposes that students should be able to request a panel including peers in any non-Title IX case. • The right to request a panel hearing was removed in 2014 for unclear reasons. By excluding Title IX cases from this reimplementa-tion, the committee seeks to address the unique concerns about panels including students and faculty hearing such cases. • We recognize the Office of Student Conduct and Community Standards’ concern about capacity for panels, which is why we allow a year to develop procedures and build that capacity before implementation. Based on historical trends, we estimate that panels will be requested in a small percentage of cases. <p>**From Senate Resolution US17/18-02 “Resolution to Support the UO Student Collective” Section II, 2.3: “BE IT FURTHER RESOLVED that the Senate calls on the Student Conduct Code and Community Standards Committee to ensure that the Student Conduct Code is revised to include student peers in judgements on disciplinary cases involving free speech, as required by the Policy on Academic Freedom. Given the importance of free</p>

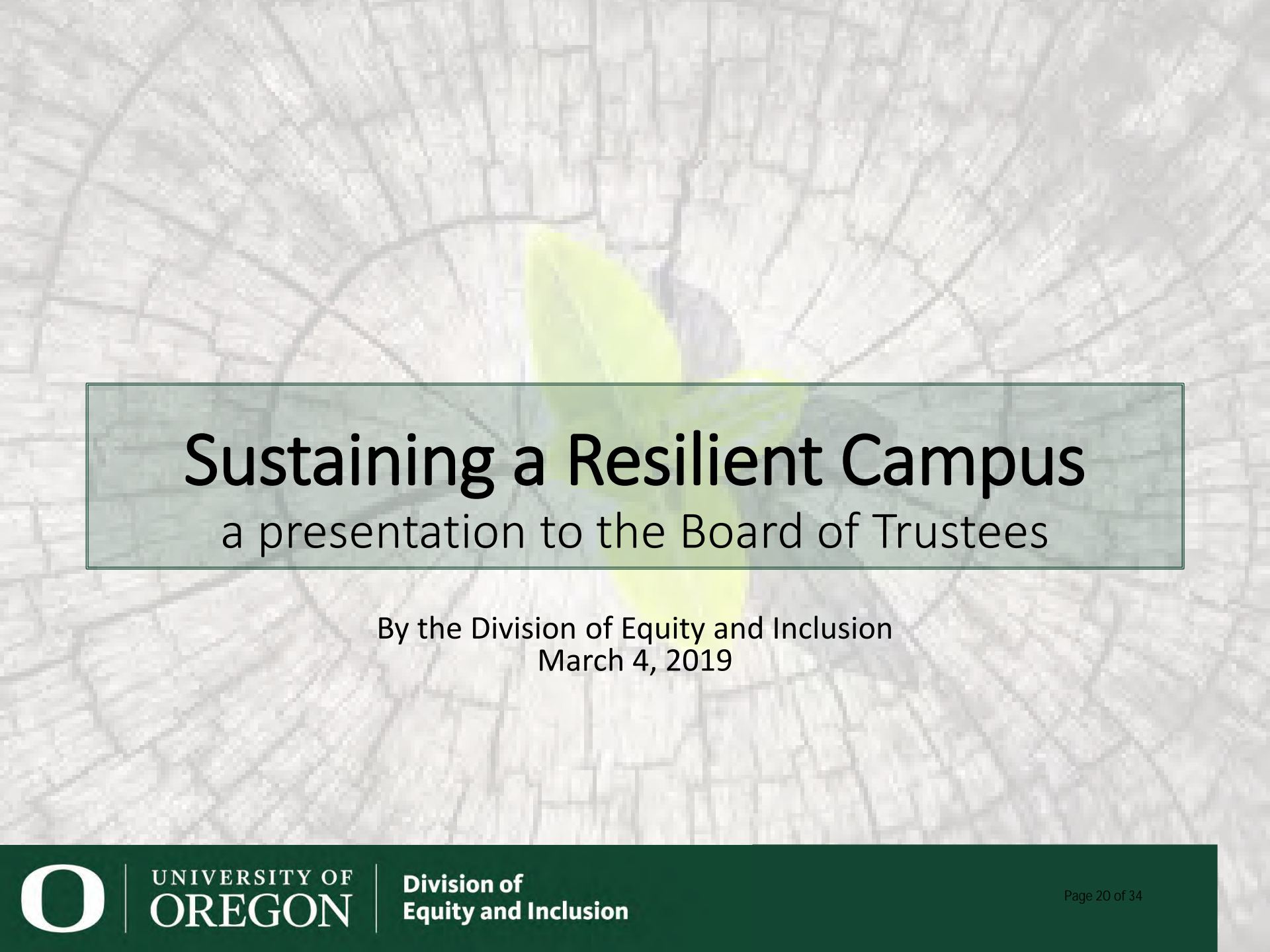
<ul style="list-style-type: none">• Creating different processes for Title IX-related cases compared to general student conduct cases is ill-advised. Per the United States Office of Civil Rights' latest guidance, it is suggestive of discrimination to have two separate standards for adjudication for Title IX vs. general conduct cases.• There are 2.0 FTE Officers of Administration designated to hear cases, down from 3.0 FTE when panels were last used in 2014. There are staffing capacity issues, regardless of caseload size. Compared to our OUS Peer Institutions in the Pac 12 and AAU, UO has the least amount of professional conduct officers on staff and the highest student-per-conduct-officer ratio. A staffing comparison sheet can be provided upon request.• According to the Association for Student Conduct Administration's (ASCA) Foundations of Professional Practice Academy, beginning student conduct officer training requires 36 hours of learning. In addition to training, the administrative burden for panel hearings is considerable. Schedules of availability for students involved, advisors (often attorneys), witnesses, panelists, and administrators must be coordinated. Due to the sensitive and confidential nature of conduct cases, professional staff time must be used to do this.• Student Conduct is a profession for which professional administrators train in Masters-degree level academic programs. Student conduct professionals are trained to work through issues of fundamental fairness, due process, weighing a standard of evidence, student ethical and moral development, educational action plans, coached conflict resolution, and sensitive dialogue.	<p>speech and academic freedom, the Senate urges the Committee to develop Student Conduct Code procedures distinct from standard discipline charges"¹</p>
---	--

¹ This resolution was rejected by the President and its components not enacted.

PAGE LEFT BLANK INTENTIONALLY

Agenda Item #3

Diversity, Equity & Inclusion



Sustaining a Resilient Campus

a presentation to the Board of Trustees

By the Division of Equity and Inclusion
March 4, 2019



Positioning UO for Success in the 22nd Century University



Equity and Inclusion Strategy

1. **Embed** equity and inclusion in the daily practices and policies of the UO
2. **Align** units around the shared IDEAL Framework
3. **Mobilize** people to do the work
4. **Evaluate** progress and make necessary adjustments
5. **Disseminate** promising practices beyond campus



Tactical Work

Best practices from DAPs are evaluated and institutionalized across campus, leading to...

... a more welcoming, inclusive, diverse and healthy university environment. The result?

UO becomes a magnet for underrepresented faculty, staff and student excellence, who stay

UO becomes a national leader in creating promising and innovative equity and inclusion practices

UO becomes a self-reinforcing learning community around issues of equity and inclusion



Progression towards campus growth



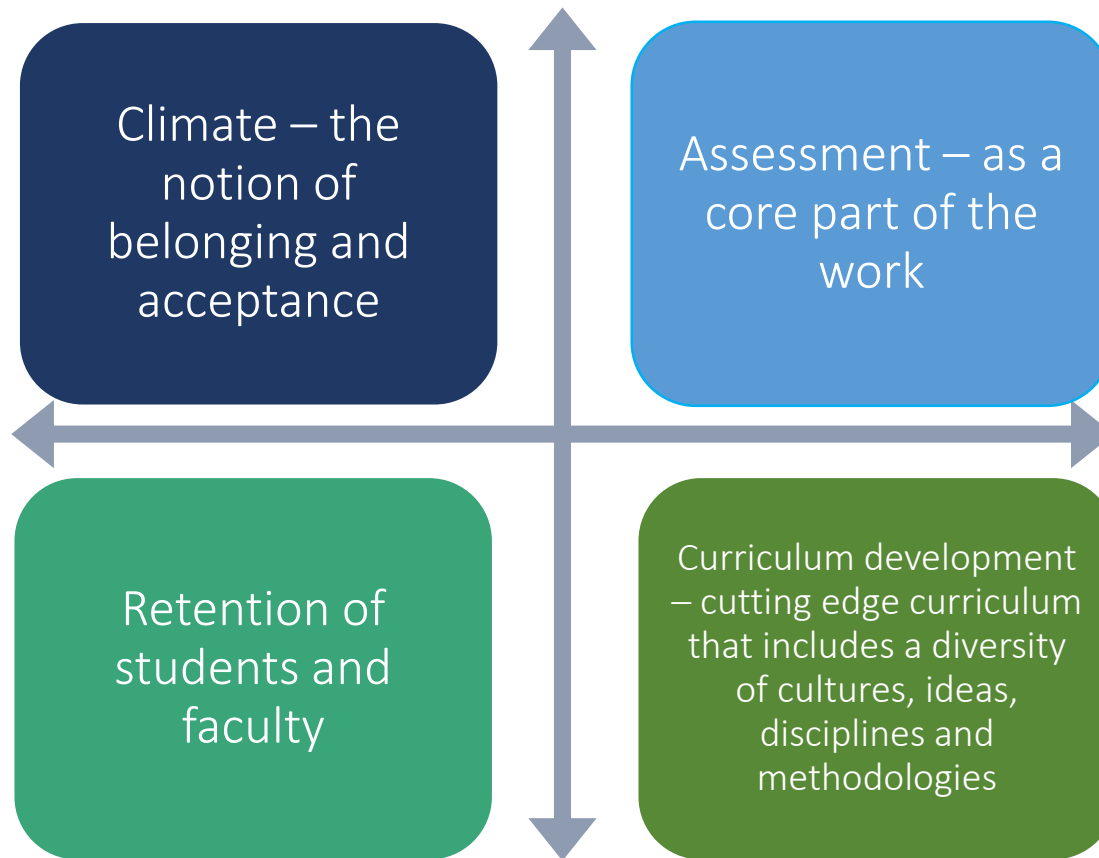
Emerging—*Begin to recognize* diversity, inclusion and equity as strategic priorities and build a campus-wide constituency for the effort.

Developing—*Develop institutional and individual capacity* to sustain the diversity, inclusion and equity effort.

Transforming—*Fully institutionalize* diversity, inclusion and equity into the institution fabric, and continue to *assess* efforts to ensure progress and sustainability.

(adapted from NERCHE, n.d.)

Results: Emerging



Results: Developing

Hiring Practices:

- Search Advocate Training
- E&I embedded in position descriptions
- Institutional Hiring Plan – communication, adoption, and checking in on best search practices

Student Success:

- Wraparound, culturally-relevant approach to advising, retention, leadership development



Results: Transforming

- IDEAL Framework has driven a changing culture, with higher expectations for the work and accountability
- Diversity is still aspirational, but we've made strong strides in the past several years
- Infusion of diversity in UO communications and development

- Increasingly diverse campus means resource needs are changing, leading to new work, embedding accountability
- Direct student services: academic advising, counseling, housing, scholarships
 - Faculty research and mentorship grants
 - Greater community engagement, partnerships, trust beyond financial support

DEI Internal Transformation

From “do-er” of the work to a Strategic Partner to Campus Units:

- Embedding accountability throughout campus
 - Infrastructure building: UWDC 2.0, Organizational Alignment, Leadership Succession
 - Professionalization: DAP Talks, DAP Grants, DAP Consultation
 - Evaluation and Assessment: Research and dissemination of best practices





Questions and Engagement



PAGE LEFT BLANK INTENTIONALLY

Agenda Item #4

PhD in Ethnic Studies

The UO seeks approval from the Board of Trustees' Academic and Student Affairs Committee (ASAC) for a new PhD in Ethnic Studies as well as an accompanying Master of Arts (in passing). (An "in passing" program is not a separate or standalone program; as students progress through the PhD requirements, they obtain an M.A. after completing certain requirements.) The new program would take effect fall 2021 or later.

Board approval is required before this new program is submitted to the Higher Education Coordinating Commission (HECC), and the Board delegated its authority for such approvals to the ASAC. The below information is provided by the Department and the Office of the Provost. All appropriate University committees, the University Senate, and the Provost have approved the proposed program. Detailed information (e.g., associated coursework, exam schedules and degree obtainment progression timelines) as provided to these bodies, and which will be provided to the HECC, is available upon request.

1. Describe the purpose and relationship of the proposed program to the institution's mission and strategic plan.

The proposed PhD program is part of the UO's mission of providing a broad-based liberal arts education to serve the people of Oregon and beyond. It does so in two ways. First, it contributes to UO's status as a R1 institution by creating a new PhD program that will be the first of its kind in the region. Second, it promotes the UO's stated goal of promoting diversity in multiple ways. According to the UO website:

“...the University of Oregon has a profound duty and mission to promote and celebrate diversity of all types. Bringing people of different backgrounds and beliefs together lifts communities throughout our state, nation, and world and also enhances our primary missions of education, research, and service.”

As Oregon and the US become increasingly diverse, it is essential that the UO provide a rigorous and systematic opportunity for advanced study in this rapidly-evolving field.

While there are many paths and forms of diversity, the program's focus on racial, ethnic and (de)colonial processes is essential to any kind of meaningful intellectual work on diversity. Moreover, we know that the program will attract a large percentage of underrepresented students which will further enhance the university.

Note: The Master of Arts in Ethnic Studies is a “masters in passing”. It is not offered as a stand-alone master degree but is only earned by PhD-seeking students upon completion of the requirements for the masters. It requires approval by the state and regional accreditor but is not the primary focus of this proposal.

2. What evidence of need does the institution have for the program?

The ES department has received many requests for PhD study from students in Oregon, California, and other states. There is no PhD program in the entire Pacific NW in Ethnic Studies (Western Washington had one in American Studies, but it is being restructured). The UO Ethnic Studies department has a unique focus on intersectional analyses (race and gender); comparative/relational analyses (studying racial processes across multiple groups); and indigeneity, which is considered cutting-edge.

Because ES faculty sit on numerous comprehensive exam and PhD committees for students in other units who focus on race, ethnicity and indigeneity, we believe there is an unmet need.

Oregon is home to 9 Federally Recognized tribes and numerous unrecognized tribes and Indigenous Studies is a strength in ES and the UO. In consultation and collaboration with the Native Strategies Group at the University of Oregon, an Ethnic Studies Ph.D. program strong in indigenous studies in Oregon is sorely needed to advance research on tribal history, life, and politics of the Pacific Northwest.

Finally, Oregon recently passed legislation (HB 2845) requiring Ethnic Studies at the K-12 level. We anticipate this will lead to a growing number of teachers and professionals interested in doctoral studies in the field.

3. Are there similar programs in the state? If so, how does the proposed program supplement, complement, or collaborate with those programs?

No, there is no comparable PhD program in Oregon. OSU offers a Graduate Minor in Ethnic Studies and PSU is in the process of proposing a master's degree in Gender, Race & Nation. We envision UO's PhD program serving graduates of both OSU and PSU.

4. What new resources will be needed initially and on a recurring basis to implement the program? How will the institution provide these resources? What efficiencies or revenue enhancements are achieved with this program, including consolidation or elimination of programs over time, if any?

CAS has committed 42 GE terms to support PhD students. This translates into approximately 5 funded students every other year on a 5-year basis. In addition, we are hoping to receive one course release on a recurring basis for a faculty member to serve as Director of Graduate Studies. We have also begun conversations with the Provost, Graduate School and development office about securing external funding to support a full second year cohort in order to help launch the program. This would be a one-time investment that would enable us to accept 3 consecutive cohorts before shifting to an every other year model.

In terms of space – it is our understanding that ES is slated to move to the bottom floor of Condon Hall once Geography moves into a new building. Condon would provide enough space for ES faculty and graduate students. Our current location, in Alder Building, can only support approximately six graduate students.

**Academic and Student Affairs Committee
Board of Trustees of the University of Oregon**

Resolution: Program Approval – PhD in Ethnic Studies with a Master in Passing

Whereas, the University of Oregon (University) benefits from a cross-section of high quality, well-designed academic degree programs;

Whereas, the College of Arts and Sciences wishes to offer a PhD level program in Ethnic Studies, with a Master of Arts in passing for PhD students as they progress through graduate coursework;

Whereas, the proposed program is part of providing a broad-based liberal arts education;

Whereas, the program has been approved by the Department of Ethnic Studies, the College of Arts and Sciences, relevant academic committees, and the University Senate; and,

Whereas, Section 4.3 of the Policy on Retention and Delegation of Authority authorizes the Academic and Student Affairs Committee to approve new a program on behalf of the Board of Trustees.

Now, therefore, the Academic and Student Affairs Committee of the Board of Trustees of the University of Oregon hereby approves the Department of Ethnic Studies’ new **PhD in Ethnic Studies and associated Master of Art (in passing)** as proposed in the provided documentation.

Moved: _____

Seconded: _____

Trustee	Yes	No
Ballmer		
Curry		
Ford		
McIntyre		
Paustian		
Schill		
Willcox		

Dated: _____

Recorded: _____