

Senate Council  
July 20, 2020

Discussion on Possibility of Diversity and Inclusivity Requirement for Undergraduates

Background:

In spring 2017, a number of UK students, staff, and faculty discussed the possibility of an “inclusive excellence” graduation requirement for all undergraduate students. The intent was to establish criteria by which courses could be described as meeting the definition of an inclusive excellence course. Then, UK’s existing courses would be evaluated to determine which ones already included the required content. (Faculty would have been welcome to propose new inclusive excellence courses, too.) The intention was that students would be able to fulfill the inclusive excellence graduation requirement by virtue of the content in one of their UK Core courses, major core courses, or electives.

Unfortunately, due to a variety of factors, including changes in leadership, the proposal did not move far beyond the developmental stage. The Undergraduate Council reviewed the proposal and offered comments on an early draft, but no other Senate-related vetting occurred.

The report follows.





- Bring nominated faculty together (May 10) to develop criteria and determine learning outcomes.
- Develop a sense of community among these faculty and discuss ways of moving forward with course approval of targeted courses (with consultation with CESJ faculty and CELT staff).
- Begin pilot of these courses proposed for inclusion in IE.
- Faculty may propose courses that exist within their discipline as Inclusive Excellence courses and if approved will commit to making relevant changes to meet the Inclusive Excellence course objectives.
- Faculty may propose new courses for inclusion in IE either as a CORE course, or an elective course within their discipline.
- Some students may take IE courses within UK Core particularly when courses do not exist within their discipline. "Double-dipping" will be allowed.
- A two-day training for faculty who teach IE courses will be provided by CELT, members of the Center for Equality & Social Justice, and other campus experts. Information will be provided on how to have courageous conversations, syllabi development, relevant student learning outcomes, possible artifacts, and relevant course content. A stipend will be provided to faculty in attendance. A day for this training has not yet been determined.
- Courses approved as an IE course will be reviewed biannually or whenever taught by a new instructor to assess the extent to which they achieve the established student learning outcome.
- A communication network will be developed and maintained to provide ongoing and current information. This may be in the form of a blog or webpage.
- A separate oversight committee pertaining to the IE courses will be established. One possibility is a senate sub-committee of the CORE.
- A pilot of the IE course offerings will occur during the 2017/2018 Academic Year. Adjustments will be made based on lessons learned.
- Special considerations will be given to transfer students who were already enrolled in a two-year course plan at another institution when the IE requirement goes into effect (not to occur before the academic year 2018/2019).

As a long-term goal, students who complete 18-hours of IE courses would be eligible for an undergraduate certificate in areas such as *Social Justice*.

#### **Needed Resources:**

During the development of the proposal, campus units (i.e., Office of Institutional Diversity) committed resources for the training of faculty in May and potentially to stipends for faculty).

#### **Timeline:**

- April – invite faculty who have particular expertise in this area and have been nominated to attend an initial meeting to discuss student learning outcomes and other necessary component of the vetting process
- May 10<sup>th</sup> hold for potential meetings
- Fall 2017 – pilot a small number of courses and continue refinement of proposal for discussion with campus stakeholders and recommendation from Senate Councils and Committees
- Fall 2018 – potential IE university requirement in place