

University Council Minutes
September 19, 2016
3:00 PM
1045 Pamplin Hall

Present: Thanassis Rikakis (presiding), Cyril Clarke, Jack Davis, Karen DePauw, Guru Ghosh, Alan Grant, Daniel Martin for Theresa Mayer, Brenda van Gelder for Scott Midkiff, Sally Morton, Kim O'Rourke, Angela Hayes for Charles Phlegar, Menah Pratt-Clarke, Patricia Perillo, Savita Sharma for Dwight Shelton, Nancy McGehee for Robert Sumichrast, Ed Nelson for Don Taylor, Sherwood Wilson, Richard Ashley, Matthew Chan, Jan Helge Bøhn for Dave Close, Benjamin Corl, Raifu Durodoye for Mary Beth Dunkenberger, Sally Paulson, Hans Robinson, Robert Sebek, Dean Stauffer, Ross Verbrugge, Susan Anderson, Bryan Brown, Robert Bush, Christopher Beattie, Jennifer Brill, Kathrine Carter, David Dillard, Tom Inzana, Lisa Kennedy, Christopher Zobel, Judy Alford, Tracey Drowne, Teresa Lyons, Sue Teel, Annette Bailey, John Massey, Sandra Muse, Chelsea Corkins, Kisha Gresham for Brett Netto, Perston Huennekens, Julia Billingsley, Montasir Abbas, Gabe Cohen, Alex Parrish, & Tara Reel

Absent: Tim Sands (with notice), Michael Friedlander, Steve McKnight, Elizabeth Spiller, Tyler Walters, Paul Winistorfer, Joe Merola, Corinne Noirot, Anita Puckett, Paul Herr, Nathan King, Robin Lawson, Lynn Short, Tom Tucker, Alphonso Garrett, Warren Nooger, & Rex Willis

Guests: Stephen Biscotte, Shelia Collins, Jack Finney, Rachel Gabriele, Ann Marie Knoblauch, Gary Long, April Myers & Rich Sparks

Dr. Rikakis called the meeting to order at 3:00 p.m. A quorum was present.

1. Adoption of Agenda

A motion was made and seconded to adopt the agenda. The motion carried.

2. Announcement of approval and posting of minutes of May 2, 2016

Dr. Rikakis noted that these minutes have been voted on electronically and can be publicly accessed on the Governance Information System on the Web (<http://www.governance.vt.edu>).

3. Commission Chair Reports

Dr. Rikakis asked the Commission chairs to present briefly their goals for the academic year.

1. Commission on Administrative and Professional Faculty Affairs – Mr. Ross Verbrugge, Chair
 - a. Working on a resolution to revise the Faculty Handbook language regarding reassignment
 - b. Continue the Fall and Spring speaker series
 - c. Working on publicizing the FAR format options developed by CAPFA last year and continue to evaluate consistency in FAR reporting across A/P faculty
 - d. Exploring representation for Library faculty as their employee trends change
 - e. Evaluating performance recognition opportunities for A/P faculty
 - f. Working on increasing awareness and activity levels within the A/P faculty ranks
2. Commission on Equal Opportunity and Diversity – Dr. Raifu Durodoye, Vice Chair

- a. Pathways Curriculum
 - Coordination of enhancements related to Inclusion & Diversity with UCCGE and CUSP
 - Consideration and coordination of implementation strategies
- b. Gender Identity
 - Monitoring banner update functionality related to moving beyond binary definition of gender, and ability to designate name of choice at staff, faculty and student levels.
 - USDOE and DOJ Dear Colleague Letter on Transgender Students – monitoring university initiatives related to and compliance with intent of guidance
- c. Faculty/Staff/GRA Compensation and Advancement Equity
 - Assessment of compensation and advancement opportunity equity based on gender and underrepresented populations
 - Determination of what equity questions need to be answered
 - Identification of administrative office to provide staff support to assessment
- d. Membership and governance issues based on increased numbers of representative caucus and alliance organizations
 - Including new caucuses and other constituency groups in membership
 - Consider reducing membership where duplication exists
- e. New issues raised at the September 12 meeting
 - Ongoing concerns about religious holidays and recognition for staff, faculty and student holidays that may not be on university calendar

3. Commission on Faculty Affairs – Dr. Hans Robinson, Chair

- a. Lift the caps on the number of University Distinguished Professors and Alumni distinguished professors. (first reading in CFA on 9/16/16)
- b. Promotion and Tenure
 - Review Faculty Handbook language governing P&T appeals. (Disallow appeals in non-mandatory tenure cases, consider adjusting timing of the process to avoid appeals during the summer.)
 - Review the process for hiring faculty with tenure.
 - Review Faculty Handbook language to clarify expectations for P&T at all levels, as well as iron out issues such as the role of national benchmarking, impact vs. excellence, etc.
- c. Initiate a discussion with the goal of implementing best practices in using numerical metrics for evaluations of scholarly work at VT.
- d. Flesh out Faculty Handbook language that pertains to Collegiate Professors regarding
 - Promotion guidelines.
 - Governance participation.
- e. Work on specifying procedures for the Memorandum of Agreement process.
- f. Ensure that Faculty Handbook language regarding promotion of continuing appointment faculty is in agreement with practices within the library.
- g. Provide Faculty Handbook language that captures the duties of instructors at the VT Language and Culture Institute.
- h. Consider instituting a promotion process for faculty on restricted appointments.
- i. Begin work on integrating the faculty at the VTC School of medicine into the VT governance process and on harmonizing faculty handbook language where needed.
- j. Work on several issues relating to the duties, evaluation, promotion, and pay of research faculty. The work will be coordinated with the Commission on Research.

- k. Draft Faculty Handbook changes to accommodate the upcoming establishment of a faculty ombudsman (which will eventually be expanded to accommodate staff and students as well).
- l. Suggest UC bylaw changes to avoid non-senators' representing the Faculty Senate on Commissions due to unsynchronized terms.

4. Commission on Graduate Studies and Policies – Dr. Sally Paulson, Chair

- a. Review and approval of new degrees and certificates
- b. Graduate education and DA/SGAs and Beyond Boundaries including the VT shaped framework
- c. Future of the Ph.D. including use of ePortfolio and archiving of research data
- d. Data needs for graduate education and improving decision-making
- e. Creating affirming environments and “thriving” in graduate school; results of holistic admissions and post-admission and climate surveys
- f. Individual interdisciplinary Ph.D. program proposals review
- g. Impact of new budget model on graduate education
- h. Multi-year funding and 12 month appointments
- i. ACA and definition of graduate student as employee

5. Commission on Outreach and International Affairs – Dr. Jan Helge Bøhn

- a. Embody and maintain a high-quality, widely recognized, vibrant global brand while developing and implementing a global enrollment management strategy to increase admission of out-of-state/ international undergraduate students by working cooperatively with the Office of Undergraduate Admissions
- b. Explore an auxiliary enterprise funding model for study abroad opportunities that will create attractive faculty incentives to cover administrative and teaching stipends while simultaneously reducing costs to participating students and thereby addressing study abroad barriers to both faculty and students
- c. Elevate globalization as an advancement or capital campaign priority by working with the Vice President for Advancement and the Senior Associate Vice President for Alumni Relations to identify international alumni and the private sector who will partner with our efforts to raise funds for powerful experiential learning opportunities for our students
- d. Expand strategies to build a robust Engagement role in the National Capital Region, Roanoke, Richmond, Hampton Roads and Southside, VA

6. Commission on Research – Dr. Benjamin Corl, Chair

- a. Review of 13,000 Series of Research Policies
 - We are reviewing the 13,000 series policies for updates or revisions
 - Policy 13005, Center and University Institutes: Establishment, Governance and Programmatic Oversight, is currently in the final stage of revision.
 - After revision of 13005, we'll be making a recommendation for changes to policy 3020 under the controller's office (companion policy regarding financial reporting)
- b. Committee on Research Competitiveness
 - Barbara Lockee to be this year's committee chair and committee will engage Focus Groups to begin gathering input on issues they previously identified
- c. Open Access Policy
 - Representatives from the library brought this to the commission's attention.
 - Tech does not have a policy but many other institutions do

- The commission will be examining the issue and learning about open access and related policies
- d. Research Administration Systems – Electronic Systems Demonstrations (CREST: Comprehensive Research Enterprise Solutions Team)
 - Summit (new research administration system) has launched and so has an on-line Conflict of Interest system
 - The commission will continue reviewing the development of the CREST system and providing feedback and input as it reaches launch
- e. Transition away from Scholar
 - Scholar has been broadly used for project management by departments, research labs, for management of information generated by interdisciplinary research groups
 - Currently, no single product replaces these functions
 - The commission is talking with Vice President for Division of Information Technology about replacement of functions for research purposes

7. Commission on Staff Policies and Affairs – Mr. Robert Sebek, Chair

- a. Discuss ways that staff can be included in the hiring process for the Associate Vice President of Human Resources
- b. Increase participation on shared governance through top-down directive that serving is a part of staff duties
- c. Work with Human Resources to schedule on-site biometric screenings to enable staff to receive the monthly discount on insurance

8. Commission on Student Affairs – Mr. Matthew Chan, Chair

- a. Reviewing the Muslim Student Union application to become a University Chartered Student Organization
- b. Student Budget Board procedure changes
- c. Possible further revision on the “Bystander Policy” in the Hokie Handbook due to concerns from members of the Board of Visitors
- d. Revisiting procedures at the Dean of Students Office regarding religious holidays
- e. Student organization classifications
- f. Approval of constitutions of University Chartered Student Organizations
- g. Approval of Student Budget Board funding allocation strategy
- h. Appellate jurisdiction of UCSO request through Student Budget Board

9. Commission on Undergraduate Studies and Policies – Dr. Dean Stauffer, Chair

- a. Tasked the Academic Support Committee to establish guidelines for process to award credit for life experience
- b. Academic Policy Committee
 - In support of having Labor Day off, review of 70-day Fall and Spring terms
 - In support of the Virginia Tech Carilion School of Medicine, evaluate terms because the terms do not mesh with Virginia Tech’s terms
- c. Establishing an ad hoc review committee in support of the Pathways Implementation Plan
- d. Annual reports from stakeholders
 - Honor System
 - Scholarships and Financial Aid
 - Enrollment and Degree Management Office

10. Commission on University Support – Dr. Richard Ashley, Chair

- a. The charge of the Commission on University Support is to study, formulate, and recommend to the University Council policies and procedures related to the support of the University's various missions. That purview is extremely broad, including the planning with regard to, investment in, maintenance of, and usage of all kinds of University infrastructure, where such "infrastructure" includes or relates to: buildings, land use, parking, transportation, energy (provision & usage), communications (telephone & network based), and computing (operations/development/security/Canvas). We are also to consider Accounting, Publications, the Development Office, the Virginia Tech Foundation, and the Alumni Association. Water and air, too.
- b. To this end, we receive regular reports from the Campus Development Committee, the Energy and Sustainability Committee, the Transportation and Parking Committee, and the Computing and Communications Resources Committee. I will convey a very, very small portion of this content to the University Council in my reports, and I will encourage several of these entities to make a summary report in a presentation to the University Council once a year. Links to the websites for these committees and their subcommittees are appended, for your reference, so that you can at any time obtain current and detailed information on the activities of these committees.
- c. The 10th Anniversary of "Sustainability Week" is this week (Sept 18-25, 2016), with a Campus Tree Planting and Celebration on September 22nd. See <http://sustainableblacksburgva.org/events/sustainability-week-2016/> for details and a complete schedule.
- d. Last Spring the Student Government Association (SGA) proposed a resolution which would add the use of electronic cigarettes to the University policy (<http://www.policies.vt.edu/101.pdf>), which regulates the "lighting or burning of any pipe, cigar, or cigarette, or other tobacco product" on campus. CUS is currently soliciting comments from interested parties, preparatory to deciding whether or not to look into this issue.
- e. Website:
 - Commission on University Support
<http://www.governance.vt.edu/comcusp/index.html>
 - Campus Development Committee
<http://www.governance.vt.edu/cmtbuild/index.html>
 - Energy and Sustainability Committee
<http://www.governance.vt.edu/cmtenergy/index.html>
 - Transportation and Parking Committee
<http://www.governance.vt.edu/cmttp/index.html>
 - Computing and Communications Resources Committee (Suspended)
<http://www.governance.vt.edu/cmtcrc/index.html>

4. New Business

Commission on Graduate Studies and Policies

Resolution 2016-17A

Resolution to Discontinue the Ph.D. in Hospitality and Tourism Management

Commission on Graduate Studies and Policies

Resolution 2016-17B

Resolution to Discontinue the Master of Science in Hospitality and Tourism Management

Dr. Sally Paulson presented these two resolutions for first reading. Enrollment in the program is down, but there is still some interest so a concertation has been added to the Ph.D. in Business and the M.S. in Business degree programs. There is a teach-out plan for existing students.

Commission on Undergraduate Studies and Policies

Resolution 2016-17A

Resolution to Modify the Membership of the University Curriculum Committee for General Education (UCCGE)

Dr. Dean Stauffer presented the resolution for first reading. This resolution adds a representative from the Commission on Equal Opportunity and Diversity to the UCCGE.

5. Presentation

Dr. Menah Pratt-Clarke gave a presentation on Inclusion and Diversity.

6. Announcement of Approval and Posting of Commission Minutes

These minutes have been voted on electronically and will be posted on the University web (<http://www.governance.vt.edu>). Note that the purpose of voting on Commission minutes is to accept them for filing. University Council By-laws require that policy items be brought forward in resolution form for University Council action.

- Commission on Administrative and Professional Faculty Affairs
March 9, 2016
May 11, 2016
- Commission on Graduate Studies and Policies
April 6, 2106
May 4, 2016
- Commission on Outreach and International Affairs
April 14, 2016
May 5, 2106
- Commission on Research
April 13, 2016
- Commission on Student Affairs
February 25, 2016
March 24, 2016
March 31, 2016
April 7, 2016
April 14, 2016
- Commission on Undergraduate Studies and Policies
April 25, 2016

7. Adjournment

There being no further business, a motion was made to adjourn the meeting at 3:47 p.m.

University Council Presentation

Menah Pratt-Clarke, Vice President for Strategic Affairs and Vice Provost for
Inclusion and Diversity

September 19, 2016



Office for Inclusion and Diversity 
Courage. Commitment. Community.
www.inclusivevt.edu

Presentation Overview:

- Spring: Listening and Learning Tour
- Summer: Structuring for Sustainable Transformation
- Fall: Strategic Diversity Implementation



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Extensive Campus Contacts

- ▶ **Faculty, Staff, Student Engagement**
 - ▶ 9 faculty/staff caucuses
 - ▶ Leaders of 26 student organizations
 - ▶ Graduate Student Senate
 - ▶ Faculty Senate
 - ▶ Staff Senate
 - ▶ Commission on Equal Opportunity and Diversity
 - ▶ Commission on Undergraduate Studies and Policies
- ▶ **College Engagement**
 - ▶ All Deans and their teams
 - ▶ College Diversity Committees
 - ▶ Academic Departments
 - ▶ College Liaisons
- ▶ **Unit Engagement**
 - ▶ All Vice Presidents and their teams
 - ▶ Facilities Town Hall meeting
- ▶ **200+ meetings with individuals**

Special Event Engagement

- ▶ 4th Annual Montgomery County Dialogue on Race
- ▶ Dr. Martin Luther King Jr. Celebration Keynote
- ▶ Spring Diversity Breakfast, College of Business
- ▶ Military Appreciation Night
- ▶ Veterans Support Team
- ▶ Black Alumni Happy Hour and Mixer, Washington DC
- ▶ 2016 Uplifting Black Men Conference
- ▶ 11th Annual Diversity Conference, College of Business
- ▶ Collaborative to Advance Equity through Research
- ▶ Teach-In on the African American Experience
- ▶ VT Women Connect Networking Luncheon
- ▶ GSA General Assembly Meeting
- ▶ My Sister's Keeper
- ▶ Teach-In Against Hate
- ▶ A Still Concerned Counter-Lecture
- ▶ Planning for Transformation Meeting
- ▶ Student Planning for Transformation Session
- ▶ Interfaith Council Meeting
- ▶ Women's Month Connect Luncheon
- ▶ 2016 McComas Staff Leadership Seminar
- ▶ Inclusion Coordinators/Advisory Group Meeting
- ▶ 2nd Annual Hispanic/Latino Research Symposium
- ▶ Order of the Gavel Meeting
- ▶ Achievable Dream Academy Visit
- ▶ Student Recognition Banquet
- ▶ Smithfield Plantation Tour
- ▶ New Town Museum



20 years of Diversity Reports

Major Priorities

- Student Diversity
- Faculty and Staff Diversity
- Curriculum
- Inclusive Campus Climate

Three Goals

■ Goal 1: Clarify the Vision

- Relationship between InclusiveVT, Ut Prosim, and Principles of Community

■ Goal 2: Create the Structure

- Sustainable Transformation Across All Dimensions of Diversity

■ Goal 3: Implementation

- Implement Programs, Policies, Procedures, Practices, and Processes that can begin to transform VT

Goal 1: Relationship between diversity, inclusion and VT's core values

- ***Ut prosim:*** As an institution, we have a responsibility to effectively prepare VT students to lead and serve society based on an understanding of the complexities of diversity and inclusion, the role of identities, and the impact of identities on life chances and the human condition.

Goal 1: Relationship between diversity, inclusion and VT's core values

- **Through Our Principles of Community we affirm that:**
- "We take individual and collective responsibility for helping to eliminate bias and discrimination and ***for increasing our own understanding of these issues through education,*** training, and interaction with others."

Goal 1: Recognition of Contextual Realities

- ▶ The land grant mission
- ▶ Virginia's and VT's history:
 - ▶ Racial oppression: African-Americans, Native Americans
 - ▶ Gender inequality and exclusion
 - ▶ Oppression based on sexuality, gender identity, disability, class, rural/urban disparities
 - ▶ Emerging VT focus on the human condition

Goal 1: Clarifying the Vision

InclusiveVT is the institutional and individual commitment to Ut Prosim (that I may serve) in the spirit of community, diversity, and excellence.

Goal 2: Restructuring for Sustainable Transformation

- ▶ President's INCLUSIVEVT Executive Council
- ▶ Office of Inclusion and Diversity
 - ▶ Courage. Commitment. Community.
- ▶ InclusiveVT Representatives
 - ▶ Responsible for facilitating and sustaining a welcoming, inclusive, affirming, safe, and accessible climate for faculty, staff, and students at the college/unit level
- ▶ InclusiveVT External Advisory Group
- ▶ ADVANCEVT/INCLUSIVEVT Faculty Diversity Committee

Goal 2: Collaborating for Sustainable Transformation

- ▶ Diversity Caucuses and Alliances
- ▶ Diversity Committees
- ▶ Diversity Offices (IEC, CEED, MAOP, etc.)
- ▶ Governance Structures
- ▶ Cultural and Resource Centers

Goal 2: InclusiveVT at the College/Unit Level

- Responsibility and Accountability
- Review organizational structure to support diversity
 - Leadership Teams
 - Diversity Committees
 - Senior InclusiveVT Representatives
 - ADVANCEVT/InclusiveVT Committee members

Goal 2: InclusiveVT at the College/Unit-Level

- Ensure alignment for sustainable transformation related to diversity
 - Programs
 - Financial Priorities
 - Administrative Practices
 - Governance Philosophies

Goal 2: College/Unit-Level Responsibility and Accountability

- Determine ambitious and transformational goals to move from small, incremental, barely perceptible changes to large-scale rapid dramatic advances
- What does sustainable transformation look like in your units?
- How will you get there?
- What resources can you dedicate to the work?

Goal 2: Office of Inclusion and Diversity

- Provide Leadership and Direction
- Coordinate Large-Scale Campus-wide Efforts
- Facilitate Collaborative Relationships
- Support Unit-Level Initiatives
- Encourage Assessment, Accountability, and Outcomes

Preparation for Implementation

- ▶ Diversity Strategic Planning Summit
 - ▶ August 2016
- ▶ Moving from reports to action
- ▶ Understanding obstacles, challenges, and opportunities
- ▶ Strategically focusing on 4 goals

Goal 3: Implementation

- ▶ Institutionalizing structures to promote sustainable transformation
- ▶ Supporting efforts to increase faculty, staff, and student diversity
- ▶ Supporting efforts to ensure a welcoming, affirming, safe, and accessible campus climate
- ▶ Supporting efforts to prepare students for service (consistent with Ut Prosim) through an understanding of issues of identity, the human condition, and life chances

Goal 3: 4 Areas of Focus

- ▶ Area 1: Student Diversity
- ▶ Area 2: Faculty and Staff Diversity
- ▶ Area 3: Climate and Inclusion
- ▶ Area 4: Curriculum and Research

Area 1: Student Diversity Assessment

- ▶ Review Existing Policies and Practices (including race-specific strategies)
- ▶ Review NSF Outreach Efforts
- ▶ Review Community Outreach/Engagement
- ▶ Review College-level Recruitment/Outreach
- ▶ Review Graduate Student Recruitment/Retention

Area 1: Student Diversity Implementation

- Life Science Majors Mentoring Program (3 colleges)
 - 300 Invitations; 100 acceptances
 - Student Peer Mentoring
 - Faculty Research Exposure
- Student Academic Success Committee
 - Review Existing Programs
 - Focus on Retention and Graduation
- Inclusive Pedagogy Faculty Initiative

Area 1: Student Diversity Implementation

- Enhance Pipeline Efforts (College Access Collaborative)
- Enhance the Admissions Presence of Virginia Tech Regionally (Roanoke, Richmond, Northern VA)
- Project 2022
 - Alumni Engagement
 - Admissions
 - Advancement/Scholarships

Area 2: Faculty and Staff Diversity

- Review of policies, practices, and procedures
- AdvanceVT/InclusiveVT Faculty Diversity Committee
 - Future Faculty Fellows Program
 - Senior Faculty Excellence Hires
- New Education Effort This Fall: Required 30 minute On-line module on Unconscious Bias in the Search Process

Area 3: Climate and Culture

- DiversityEdu for Students
 - Online program, consistent with goals of Haven (Title IX) and AlcoholEdu
- Cultural Centers (Directors/Operating Budgets)
 - Hispanic/Latino (new)
 - Native American (new)
 - Black (existing)
- LGBTQ Resource Center (new)
- Senior InclusiveVT representatives

Area 4: Curriculum and Research

Strategic Growth Area: Equity and Social Disparity in the Human Condition

- ▶ Curricular Focus
- ▶ Research Focus
- ▶ Programming Focus
- ▶ Cross-cutting with Other Destination and Strategic Growth Areas

SGA and Curriculum

Proposed Pathways Revision

- **Critical Analysis of Inequality and Identity in the Human Condition**
 - ▶ Review and revision of campus general education curriculum to incorporate a critical analysis of the human condition as a required area of study, focusing on the intersection of identity, social equity, and life chances

Working Timeline

- College Conversations – summer 2016
- Consultation with faculty senate and student government – August 2016
- Finalize draft with working group – September 2016
- Submission to CEOD and UCCGE – October 2016
- Informational sessions – October 2016
- Discussion by CEOD and UCCGE – November/December 2016
- Submission to CUSP – January/February 2017
- Discussion by CUSP – February/March 2017
- Submission to University Council – April 2017
- Discussion by UC – May 2017

Research Focus: Interdisciplinary approaches

- Social sciences, humanities, business, and STEM fields
- Ability to analyze human experience and the dynamics of institutions, organizations, and complex sociocultural systems
- Focus on significance of social location, place, and experience across multiple domains

Current Areas of Expertise at VT

- ▶ Narrative/Identity Construction
- ▶ Historical, Cultural and Political Context
- ▶ Structural and Systemic Inequalities
- ▶ Power and Positionality
- ▶ Social Justice and Coalition Building
- ▶ Ethics of Inclusion and Diversity
- ▶ Institutions and Organizations
- ▶ Consequences of Inequality

What are Virginia Tech's opportunities in this area?

- ▶ Gender, Bodies, and Technology
- ▶ Race, Ethnicity and Social Justice
 - ▶ Latino and Hispanic Studies
 - ▶ American Indian Studies
 - ▶ Race and Social Policy
 - ▶ Africana Studies
 - ▶ Asian Studies
- ▶ Place and Space
 - ▶ Appalachian Studies
 - ▶ Geography
 - ▶ Architecture/Urban Planning
- ▶ Aging
- ▶ Disability Studies
- ▶ Veteran Studies

SGA Program Focus

Equity and Social Disparity in the Human Condition

- ▶ National Conferences and Symposium
 - ▶ Faculty Women of Color in the Academy Conference at VT
 - ▶ Uplifting Black Male Conference at VT
 - ▶ Interdisciplinary Diversity Research Symposium
- ▶ Race and Social Justice Center
- ▶ Women and Girls of Color White House Initiative

SGA: Upcoming Programs

- ▶ **September 26: 12:30-1:30 Inn at VT (Lathan Ballroom)**
- ▶ Diversity in Social Sciences Lecture
 - ▶ Dr. Gary Hoover (Department Head Economics, University of Oklahoma)
- ▶ **October 25: 6:00-8:00 2150 Torgesen**
 - ▶ Still Concerned – Sit/Stand with Colin Kaepernick Teach In
- ▶ **November 5: Access and Success Summit (Inn at VT)**
 - ▶ Dr. Sam Museus, Culturally Engaging Campus Environments Project
 - ▶ Courtney McAnuff, Vice President Enrollment Management, Rutgers University, Center for Enrollment Research, Policy, Practice, USC
- ▶ **November 16: Unfinished Conversations**
 - ▶ Lee Mun Wah, Diversity Facilitator and Film Director
 - ▶ Faculty, Staff, Student, Community Workshops
(GLC and Haymarket)

SGA: Cross-Cutting Opportunities for Interdisciplinary/Intersectional Scholarship

► Destination Areas:

- Adaptive Brain
- Intelligent Infrastructure
- Data Analytics and Decision Science
- Security
- Global Systems Science

► Strategic Growth Areas:

- Materials
- Policy
- Creative Technologies and Experiences
- Innovation and Entrepreneurship

Questions?