

**August 2015**

**Charge to the Faculty Diversity Task Force Implementation Committee**

The Diversity Task Force (DTF) of the Academic Council, in consultation with individuals throughout the Duke community, has developed a comprehensive report to guide the university in its efforts to maintain and enhance its commitment to faculty diversity and inclusion. The DTF report and supporting documents, submitted to the Academic Council in May 2015, include specific recommendations that will need to be evaluated and appropriate mechanisms identified and undertaken for its implementation. Therefore, a Faculty Diversity Task Force Implementation Committee will be established both to assist the Provost in developing an implementation strategy for centrally-driven or long-range recommendations, and for coordinating with the Executive Committee of the Academic Council to implement action items that do not require Provostial involvement and/or can be developed at the unit or faculty level.

The Faculty Diversity Task Force Implementation Committee (IC) will examine each of the recommendations in the DTF report and:

1. Evaluate what is required to implement each recommendation, including but not limited to, the key individuals to be involved, the processes that must be put in place, possible financial implications, and suggested communication and accountability mechanisms where appropriate.
2. Develop a plan for implementation of each recommendation that includes the individuals/units to be involved.
3. Prioritize items in the implementation plan and propose a timeline for the work to be performed.
4. Work to implement, or delegate implementation of, each recommendation and provide oversight and guidance.

The IC will report to the Provost on each recommendation as it is addressed based upon the timeline it develops. It can divide into subcommittees and invite the participation of other members of the Duke community, as it deems appropriate. The committee will maintain regular communication with the Provost and ECAC on progress. The committee will be expected to serve until May 31, 2016. At that time, the committee will deliver to the Provost, and copy to ECAC, a report detailing 1) Action items underway, 2) Recommended plans for implementation of those action items that must be driven by the Provost's office, and 3) Recommended plans for implementation of faculty-driven action items. A final report will be delivered for discussion by ECAC and the Academic Council.

In order to facilitate rapid progress on a key recommendation in the DTF report, the IC, or a subset thereof, will also serve as the search committee for the Vice Provost for Faculty Diversity and Inclusion, a new position to be created as part of the implementation of the DTF report.

## **Membership**

Emily Klein (Chair), Professor of Earth Sciences, Nicholas School of the Environment  
Edward Balleisen, Vice Provost for Interdisciplinary Studies / Associate Professor, History and Public Policy

Joseph Blocher, Professor, School of Law

Eduardo Bonilla-Silva, Professor and Chair, Department of Sociology

Gráinne Fitzsimons, Associate Professor, Fuqua School of Business

Katherine Franz, Associate Professor and Associate Chair, Department of Chemistry

Karla Holloway, Professor, English, Law, and AAAS

Trina Jones, Professor, School of Law

Benjamin Lee, Assistant Professor, Electrical and Computer Engineering

Anathea Portier-Young, Associate Professor, Duke Divinity School

Charmaine Royal, Associate Professor, Department of African & African American Studies /  
Director, Center on Genomics, Race, Identity, Difference

Kathryn Whetten, Professor, Public Policy and Global Health / Director, Center for Health Policy  
and Inequalities Research / Research Director, Hart Fellows Program

Delbert Wigfall, Associate Dean for Medical Education, School of Medicine

### *Ex officio*

Nan Jokerst, Professor, Electrical and Computer Engineering / Chair of the Academic Council

### *Liaison with the Strategic Planning Steering Committee*

Charles Campbell, Professor, Divinity School