Board of Regents DEI Directives Implementation Plan
April 25, 2024
Board of Regents DEI Directives

ISU Actions

• Established President’s Focus Group
  • 14 faculty, staff, students and administrators
• Collected additional student feedback from SVPSA Student Advisory Council
• Convened series of meetings to shape implementation plan
Directive 1: Restructure Central DEI Office, eliminate functions not necessary for compliance or accreditation

ISU Action

- VPDEI Office will close in July
  - 2 positions and 3 vacant positions are being eliminated
  - Budget reallocated to university priorities
Directive 2: Review college, department or unit-level DEI positions, responsibilities and titles

ISU Actions

• Completed review of positions to ensure responsibilities are necessary for compliance, accreditation or student and employee support services. Where necessary, updates are being made.

• Completed review of business titles to ensure they appropriately reflect position responsibilities. Where necessary, changes are being made.
Directive 3: Review services provided by DEI offices or Multicultural Affairs in other divisions

ISU Actions

• Completed review of services to ensure availability to all students

• Updated promotional material and websites to clarify availability to all students
  • Will continue as part of regular website maintenance and promotional materials development
Directive 4b: Take reasonable steps to assure no one is compelled to disclose pronouns

ISU Actions

• Issued campus directive before start of spring 2024 semester

• Faculty Senate approved addition to required syllabus statement, effective summer 2024 term:
  “No employee, student, applicant, or campus visitor is compelled to disclose their pronouns. Anyone may voluntarily disclose their own pronouns.”
Directive 6: Update DEI-related general education category names

ISU Action

• Faculty Senate approved name change to more accurately reflect the array of options available to students

  *U.S. Cultures and Communities* will take effect with 2024-2025 University Catalog
Directive 8: Develop recruitment strategies for advancing diversity of intellectual and philosophical perspectives

ISU Actions

- Advertising some job openings in publications that attract audiences with diverse intellectual and philosophical perspectives
  - Example: Advertised SVP/Provost position in Wall Street Journal and New York Times
Directive 9: Explore proposal for education and research initiative on free speech, civic education

ISU Actions

• SVP/Provost discussed ideas with selected faculty and campus leaders
• Working group has been formed to develop a formal proposal for an initiative centered in the College of Liberal Arts and Sciences
Directives 4a, 4b, 5, 7 and 10

ISU Actions

- Iowa State is complying with Board of Regents Policy Manual revisions approved in February
Thank you