

2018-19 Annual Report  
**Equal Opportunity Committee**

Committee Membership:

John Bowen, Professor, Geography

Lucinda Carnell, Professor, Biological Sciences

Veronica Gomez-Vilchis, Assistant Director, Diversity and Equity Center

Marc Haniuk, Associate Professor, Theatre Arts

Khodi Kaviani, Associate Professor, Education, Development, Teaching and Learning

Yi Shan Lea, Professor, Education, Development, Teaching and Learning

Ian Miller, Director, Residence Life

Venetta Miller, Fiscal Analyst 3, Housing and Residence Life (retired 4.1.19)

Percy Moore, Credentials Evaluator, Registrar

Todd Shiver, Interim Dean, College of Arts and Humanities

NOTE: We were unable to recruit students as members of our committee. The committee welcomed input from Michael Campbell, HR Intern, and Chandler Bethley, HR student employee, to sit in on committee meetings and offer feedback.

Staci Sleigh-Layman, Executive Director, Human Resources (ex-officio)

Leslie Lindsey, Civil Rights Investigator, Human Resources (ex-officio)

Meetings:

November 19, 2018

February 27, 2019

April 25, 2019

May 30, 2019

At the inaugural meeting in November 2018, the committee brainstormed interests and topics. It was determined the agenda for the year. The committee requested presentations on the following topics:

- Student enrollment and waivers;
- Faculty promotion and tenure process, including use of Faculty 180;
- West-B exam and barriers to entering the Education profession;
- Sexual Harassment/Climate at CWU;
- Undocumented students. How are they fairing in the current immigration climate?

**Human Resources**

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As a result of this agenda the committee was briefed by the following on these topics:

- Sharon O'Hare, Vice President for Enrollment Management, on student enrollment and waivers;
- Kandee Cleary, Vice President for Inclusivity and Diversity, on results of the CWU Climate Study;
- Charlene Andrews, Faculty Relations, on tenure and promotion process;
- Ron Jacobson, Executive Director, School of Education, on the West-B exam and other barriers to students entering the Education profession/major.

Each of these presentations was very informative and will be used to inform the committee's work during the 2019-20 academic year. A list of recommendations has been developed and will be distributed to appropriate and multiple administrators. Several committee members have reached the end of their three-year appointments. HR staff will work during the summer to identify new committee members.

FINAL: 7.2.19