


From: Roy Haggerty, Dean   
To: **Vrushali Bokil (Chair)**, Professor of Mathematics,  
Associate Dean for Research & Graduate Studies  
**Felipe Barreto**, Assistant Professor of Integrative Biology  
**Dustin Campbell**, Undergraduate student in Zoology  
**Terrance Harris**, Director of the Lonnie B. Harris Black Cultural Center  
**Dave Hendrix**, Associate Professor of Biochemistry and Biophysics  
**Doug Keszler**, Distinguished Professor of Chemistry  
**Katie McLaughlin**, Assistant Professor of Statistics  
**Kim McQueen**, Assistant to the Dean and administrative assistant to the working gp  
**Mark Phillips**, Postdoctoral Scholar in Integrative Biology  
**Isabel Rodríguez**, Graduate student in Physics  
**Xavi Siemens**, Professor of Physics  
**Becky Vega-Thurber**, Associate Professor of Microbiology  
**Scott Vignos**, Assistant Vice President for Strategic Diversity Initiatives  
**Tze-Yiu Yong**, Project Manager

Date: October 20, 2020

Re: COS-DEJI Working Group Charge

Students from historically underrepresented backgrounds in the College of Science have higher DFW rates in some gateway courses, are retained at lower rates, and have lower graduation rates than students who are not historically underrepresented. The College of Science faculty and students are underrepresented in some demographic groups than Oregon's population, and the faculty may be underrepresented in some areas relative to the fraction of PhD's produced nationwide. These are some areas in which the College of Science has work to do.

The College of Science (COS) Diversity, Equity, Justice & Inclusion (DEJI) Working Group (WG) should write an action plan to improve outcomes for underrepresented students, faculty, and staff. The diversity action plan (DAP) should be produced by July 1, 2021. The DAP should be developed consultatively with the faculty, staff and students in the College as well as with the Office of Institutional Diversity and the Cultural Resource Centers. The DAP should be aligned with OSU's strategic plan 4.0, the Office of Institutional Diversity's strategic plan and should result in greater numbers of historically underrepresented students who go on to have similar achievement levels to other students in the College.

The COS-DEJI Working Group (WG) should adhere to the following principles.

1. The WG's work will (a) be consistent with scientific inquiry that seeks an understanding of objective reality, (b) be open to constructive criticism from any reasoned point of view, and (c) be evidence-based.
2. The College will commit to investing \$150,000 per year of new resources into implementing the DAP. This does not include faculty salaries or start-up funds, but it should assume that the number of faculty (tenure-track, non-tenure-track, and tenured) in the College will be approximately equal to the current number. However, the new resources referenced would have to cover any increase in staffing or other costs.
3. All WG members, regardless of affiliation, position or rank, have equal weight.