EEOC had an unusually large number of continuing members on leave during 2005-06. As a result, there were only four meetings of the full committee and the co-chairs spent more time conferring with individual members and representing the Committee in meetings of other AS&E committees. The following five issues received the most attention.

1. The 2005 Education Trust Report on Undergraduate Graduation Rates

A 2005 report from Education Trust showed significant disparities in the graduation rates of whites and underrepresented minorities at U.S. colleges and universities. While the gap at Tufts is reported as smaller than the national average, it is the second largest gap among NESCAC schools and five times larger than the gap at Williams. (See the report generating tools at http://www.collegeresults.org/ for details.)

The Committee met with Dean James Glaser and DILES Director Larisa Schelkin to learn about ways in which the problem is being addressed and plans for the future. Some existing efforts include the University’s annual teaching conference, the First Year Scholar Program, the Success in Science study group, the DILES (Diversity and Inclusive Leadership in Engineering and Science) Program, and several other STEM (Science, Technology, Engineering and Mathematics) projects. Some plans for the future include improving the teaching conference and drawing on the expertise of Dean Sternberg’s PACE center to develop a new teaching program.

Committee members felt that we need to make this problem a higher priority, look carefully at the practices that make some other colleges more successful, develop a coordinated approach for Tufts, and charge all administrators in AS&E with responsibility for improving our results. It was recognized that some of the answers may require additional resources – especially increasing the size of the faculty to reduce class sizes of some key courses. But it was also felt that there are changes needed in our classroom environments, teaching methods, and testing styles that are not related to resource issues and that will not be solved by offering smaller versions of our current classes.

2. Including “Gender Identify and Expression” in Tufts Non-Discrimination Policy

During the last year, the Committee has supported a proposal to include “gender identify and expression” in our non-discrimination policy and has followed the progress of the proposal. We were pleased to hear that it was adopted by the Trustees and is in effect. Tufts OEO web page now contains the following updated statement.
Tufts University is committed to the fundamental principle of equal opportunity and equal treatment for every prospective and current employee and student. It is the policy of the University not to discriminate on the basis of race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity and expression, or status as a veteran, in the administration of its educational policies, admissions policies, employment policies, scholarship and loan programs, and athletic or other university-sponsored programs.

These policies are reaffirmed annually in this statement, signed by President Lawrence S. Bacow, and distributed throughout the University.

Lawrence S. Bacow, President of Tufts University

The Committee recommends a public announcement of the policy change to make it more widely know and to address questions that have arisen about its implications.

3. Strengthening the University OEO Office

Committee members were sad to lose our OEO Director Yves-Rose St. Dic and concerned that the OEO office did not have sufficient staff to deal with the legal and policy issues for which it has responsibility. We were encouraged to learn of plans for an expanded office headed by a director with expanded authority and look forward to hearing more about these changes.

4. Diversity in the AS&E Administration

The Committee continued to be concerned about the lack of progress in appointing individuals of color to high-level AS&E posts. We feel that there is a substantive difference in the conversations that take place when there are a diverse group of administrators engaged in policy discussions and that diverse groups produce better outcomes. We also believe that such appointments send more convincing signals about our values than mere statements.

5. Multicultural Service Award

The Committee received an unusually strong set of nominations for the 2005-06 AS&E Faculty/Staff Multicultural Service Award. This year’s winners are Peggy Cebe (Physics Department) and Alonso Nichols (Campus Violence Prevention Project). We thank them for their unique contributions to the Tufts community.

Submitted by,

David Garman (Economics) and Mary Glaser (Mathematics)
Co-Chairs of EEOC for 2005-2006