

# ***CAMPUS-WIDE DEI CURRICULUM***

**Senate Document 21-29**

*March 21, 2022*

# *Diversity, Equity, and Inclusion (DEI) at Purdue*

## **Long history of social movements on DEI issues at Purdue**

- Demand letter from black students in 1968, 2015, & 2020
- Recent senate resolution on recognizing contributions of black and underrepresented faculty & staff (21-4)

## **Purdue has made significant contributions to DEI issues that focus on student life, recruitment & retention**

- Office of Diversity, Inclusion and Belonging
- Equity Task Force
- Campus Cultural Centers
- Purdue Institute for Racial Equity (PIRE)

## **Need to incorporate DEI into other areas, including campus-wide curriculum**

# *DEI Curriculum at Purdue*

**Of 11 Big Ten institutions with university-wide core curricula, only 3 (including Purdue) lack a requirement narrowly focused on DEI**

- Big Ten institutions with a campus-wide DEI curricular requirement:
  - IU, Iowa, Maryland, Minnesota, Ohio State, Penn State, UIUC, Wisconsin

## **Increasing focus on DEI from professional organizations**

- National Association of Colleges and Employers (NACE)
- Many Accreditation Organizations (e.g. Engineering, Education, Veterinary Medicine)

## **DEI included in some Purdue Colleges & Programs**

- DEI requirements in 5 colleges, some departments in 4 others  
Lack of consistency among programs and equity among students

# *Purdue's Core Curriculum & UCC*

## **Purdue established a Core Curriculum in 2012**

- Provides common learning outcomes to help prepare all students for careers and community engagement
- Maps closely to Indiana's General Education Core
- Includes two levels of learning outcomes:
  - Eight Foundational Learning Outcomes (FLOs)
  - Three Embedded Learning Outcomes (ELOs)

## **The Undergraduate Curriculum Council (UCC) administers and oversees the Core Curriculum**

- Representatives from all Colleges & Schools
- Reviews new course submissions for addition to the Foundational Core
- Evaluates Foundational Core Courses once every 3 years
- Assists with HLC accreditation
- Engages with Colleges & Programs

# *UCC Project on DEI*

**Since 2020, the UCC has been exploring options for a campus-wide curricular requirement on DEI**

- Evaluating the approaches of our Big Ten peers
- Engaging many campus groups:
  - Colleges and Programs
  - DEI centers and offices (e.g. ODIB, CILMAR)
  - Instructional development groups (e.g. Innovative Learning)
  - DEI subject-matter experts
  - Purdue Student Government & cultural centers
- Drafted an approach for adding DEI to Purdue's Core Curriculum

**The UCC is seeking feedback and support from the University Senate**

# *Senate Resolution 21-29*

## **The University Senate:**

- Directs the UCC to develop a framework to structure DEI into Purdue's Core Curriculum for consideration in fall 2023
- Acknowledges that curriculum is just one part of student learning and envisions this curricular initiative as part of a much larger DEI-effort across campus
- Urges the Office of Diversity, Inclusion and Belonging (ODIB) to actively engage with the UCC on this project
- Encourages the Office for the Vice Provost of Teaching and Learning to allocate funding to this effort
- Encourages the UCC to continue collaboration with instructional groups (e.g. CILMAR, Innovative Learning)

***THANK YOU***

# *Common Questions & Concerns*

## “Will a campus-wide DEI requirement place undue burden on minoritized students?”

- A campus-wide curricular requirement on DEI has long been a demand of Black students at Purdue
- Research suggests that DEI coursework has a modest but positive impact on learning outcomes for students of color and white students<sup>1</sup>
- A curricular requirement would work in tandem with current efforts to diversify our student and faculty populations
- A DEI requirement will likely include courses that cover a range of social and diversity issues; therefore, students will have lots of options that are most relevant to them
- ***We recognize the importance of pedagogical training and expertise regarding development and delivery of DEI-courses***



# *Common Questions & Concerns*

**“Will a DEI requirement simply be a check-box, rather than an impactful program?”**

- A new DEI requirement in the Core Curriculum will be co-equal to all existing requirements
- The UCC conducts rigorous assessment and evaluation of courses that get added to the Core Curriculum
- Will offer professional development programs for instructors
  - Effectively incorporate DEI into their classes, and
  - Develop new, impactful courses on DEI in each College/Program

# *Common Questions & Concerns*

## **“Many Plans of Study don’t have room for a new curricular requirement”**

- A new curricular requirement on DEI would not replace & conflict with current college- and program-level DEI requirements
- Expect that students may use existing requirements (e.g. BSS/HUM courses) to also meet new DEI requirements

# *Common Questions & Concerns*

## **“Wouldn’t a curricular requirement on DEI be better suited as an ELO rather than an FLO?”**

- The UCC has been (and will continue to) assessing all options for incorporating DEI into the Core Curriculum
- Concepts related to DEI are already present as part of the ELO: “Interpersonal Skills and Intercultural Knowledge”
- Many core skills are included both as FLOs and ELOs (e.g. communication)
- Adding DEI as an FLO co-equal to other requirements will add to Purdue’s commitment to DEI on campus