

Curriculum Goals and Actions in academic year 2020-2021

Goal 1: Create racial climate items for student end-of-course evaluation forms

- We developed racial and cultural climate items with feedback from the Task Force and shared those items with HSS Faculty for use in Fall 2020.
- In the Spring of 2020, [we created an item bank in Evaluation Kit](#) with the items, which is accessible to all HSS faculty and created corresponding how-to resources explaining to faculty how to access the item bank.

Note: The anti-racism advocates held faculty meetings in June 2021 for those faculty who included the items and wished to discuss the feedback with their colleagues.

Goal 2: Determine faculty and departmental anti-racist course capacity

- We developed a faculty survey that was distributed to all HSS faculty in Fall 2020. The survey asked faculty to report on the extent to which their current courses educate students on systemic whiteness, white supremacy, anti-racism, and anti-Black racism, and on their interest in developing new courses.
 - The faculty survey data was analyzed and reports were released to Department Chairs in December 2020.
- We developed a department survey that asked Chairs to reflect on the faculty survey data and how they view the department's capacity to educate students on systemic whiteness, white supremacy, anti-racism, and anti-Black racism. The survey was sent to Chairs in Spring 2021.
 - The Chair survey data was analyzed and [reports were released to Department Chairs in June 2021](#).

Goal 3: Revise Overload Process

Departments vary in approval rates and we have very little data on the number of students who are eligible for overload (in terms of GPA and units) but are denied at the department level.

- Starting in Spring 2021, all interested students apply directly to the Dean's Office for overload.. Associate Dean Lisa Grimm sends Department Chairs a notice to either meet with the student for advising or to approve the student request. From a student perspective, this should be less intimidating and less cumbersome. There will be no form with signatures, just a short application in Qualtrics.
- [Data for Fall 2020 and Spring 2021 analyzed and compared with a report presented to the Task Force.](#)
- New language describing the overload process was shared with Program Assistants for Advising Newsletters, posted on the HSS website, and shared with other key campus stakeholders for feedback: EOF, CSS (Pride Mentors, Cooperman), and Bonner.

Goals for academic year 2021-2022

1. Collect and report on overload data and look for changes over time
2. Create a list of courses for students that educate students on systemic whiteness, white supremacy, anti-racism, and anti-Black racism, and on their interest in developing new courses and post these courses on the website. Work with IT to pull a list directly from PAWS to show which courses are currently offered.
3. Work with CGE to look at the global curriculum and the experience of HSS students abroad. Highlight anti-racist global curriculum for students (specific study centers and/or courses) and work with CGE to address any concerns that our BIPOC students report from their global experiences.
4. Collect and report on internal transfer data. We will examine whether there are inequities in the student internal transfer process, including the rates of HSS being dismissed from our majors.