

January 25th, 2012

Texas A&M University at Qatar Update from the Diversity Committee

The intent of this report is to provide an update with respect to the activities of the Diversity Committee on the Qatar campus for Dr. Christine Stanley, Vice President and Associate Provost for Diversity.

Background

In response to directives outlined in the Texas A&M University Diversity Plan, in February of 2010, Dr. Mark Weichold, Dean and CEO of TAMUQ formed the first Diversity Plan Committee (DPC) at the Qatar campus with a charge of “*reviewing this plan and identifying areas that need modification for our adoption of the plan at Texas A&M at Qatar*”.

The DPC met on several occasions between February 21st, 2010 and May 6th, 2010 and explored the following issues;

1. How best to adopt and implement TAMU’s vision for diversity at TAMUQ
2. Discuss if TAMUQ’s experience could provide useful insights to this committee’s counterpart/s on the main campus or at other branch campuses based in the USA.
3. Discuss the dimensions of diversity that are most relevant and important to our campus (such as expatriate status, faculty-staff status, etc.) that need to be addressed by our diversity plan.
4. Identify the aspects of the plan that cannot be addressed or need to be addressed with caution on our campus due to legal or contextual considerations (e.g. sexual orientation, gender identity, etc.)
5. Discuss our plans with the Office of the Vice President and the Associate Provost for Diversity and ask for clarification and feedback.
6. Identify the immediate action items for any diversity work to be meaningful at TAMUQ, starting with an inclusive campus climate survey.
7. Work on the composition of a wider TAMUQ Diversity Operations Committee (QDOC) and the action items for this committee in the short term.
8. Propose tasks and a timeline to guide QDOC’s work.

(Texas A&M University at Qatar Diversity Plan: Recommendations from the Diversity Plan Committee May 2010)

In May of 2010 the DPC submitted a report that outlined several recommendations and a detailed plan of action for the Qatar campus. Since that time, five of the seven committee members have left the University to pursue employment or educational options elsewhere. This is typical of the work/education environment in Qatar which is very transient. Several attempts have been made

to re-form the committee over the past 18 months with limited success due to on-going staff, faculty and student transition.

In December of 2011, Dr. Hassan Bashir and Dr. Cyndy Howman Wood were asked to take responsibility for moving forward with the recommendation articulated in the May 2010 DPC report as well as to provide an update of activities to the Vice President and Associate Provost for Diversity, Dr. Christine Stanley. Dr. Weichold has requested that these two individuals co-chair the newly formed QDOC.

To date, Drs. Bashir and Howman Wood have met on several occasions to discern the best possible strategies for moving ahead with diversity efforts at the Qatar campus. In keeping with the recommendations outlined in the DPC report, they have been working to establish the membership of the first QDOC. This 15 person committee will be in place prior to the end of March 2012. This first meeting of the group will take place in April of 2012. They will meet on a monthly basis. Prior to attending the first meeting, all committee members will be asked to familiarize themselves with both the TAMU Diversity Plan and the TAMUQ Diversity Planning Committee Report.

A tentative, revised plan for proposed tasks and associated timelines has been created and will be presented to the group for feedback at the first meeting of the QDOC. The most critical and complex task at this time is to develop and administer a valid climate survey tool that is appropriate to the context of the Qatar campus.

TASK	TIMELINE	CATEGORY OF EFFORT (related to TAMU's DP)
Dean appoints Bashir and Howman Wood as Co-chairs	December, 2010	Accountability
QDOC formed in Qatar	March, 2012	Accountability
QDOC review of TAMU Diversity Plan	April, 2012	Accountability
QDOC will review the timeline and adjust/enhance as required	April, 2012	Accountability
Update baseline presence data	May, 2012	Accountability
Review TAMU climate survey tool and adapt to recognize the context of the Qatar campus	May 2012	Climate
Assessment of climate at Qatar Campus	June 2012	Climate
Assessment of climate survey response	July 2012	Climate
QDOC makes recommendations based on climate data to Dean's Council	September 2012	Accountability
QDOC will create Diversity	October-November 2012	Accountability

Awards (units/individuals/students) and announce criteria and process – selection by Dean		
QDOC will recommend training schedule related to issues that are identified in the climate survey	October-November 2012	Climate
Units will report on current climate intervention plans and proposed outcomes.	December 2012	Accountability
QDOC, in collaboration with Student Affairs and SBG, will review and enhance guidelines for new student orientation and student organization education.	October 2012	Accountability
A campus-wide equity study will be planned and conducted. QDOC will report the results to the Dean.	November 2012	Equity
QDOC meets with the Dean's Council. Focus will be on outlining information to gather from units and issues to prioritize the upcoming Spring semester.	December 2012	Accountability
QDOC meets with the Dean's Council. Focus will be on the comparison and progress data (climate and presence).	January 2013	Accountability
Units will report progress on climate intervention plans and outcomes.	February 2013	Climate
QDOC will review the Diversity Plan	March 2013	Accountability
QDOC will consider results and propose modifications to assessment instruments and target groups for assessment	March 2013	Climate
Units will submit plans to eliminate systemic inequities.	April 2013	Accountability

Membership of Inaugural Qatar Diversity Operations Committee
(as of March, 2012)

Faculty (3 appointed by the Faculty Advisory Council)

- Engineering – Mashhad Fahes
- Liberal Arts – Hassan Bashir
- Science - Ahmad El-Guindy

Staff (4 appointed by the Staff Advisory Council)

- Qatari - Ms. Maha Al Thani
- US Expat - Ms. Shell Maney
- Non-US Expat - Dr. Mohammed Al-Hashimi
- Local - Ms. Ana Rodriguez

Students (3 appointed by SBG; one being the President of the SBG)

- Qatari – Fatima Makki (President of SBG, Mechanical Junior)
- Non-Qatari Local – Rinchu Mathews (Chemical, Junior)
- Expat – Umiara Nisa (Indonesian, Petroleum, Junior)

Administrators (4 appointed by the Dean and CEO)

- Chief Operations Officer or Designee – Julie Barker
- Assistant Dean of Admissions and Student Affairs – Dr. Cynthia Wood
- Program Chair- Dr. Hassan Bazzi

Community Representative (1 appointed by the Dean and CEO)

- Former Student or Program Industry Advisory Board Member – John Fenn Jr.

Qatar Foundation (1 appointed by the Vice President for Education)

- Qatari Representative from the Office of the Vice President for Education

We look forward to working with the newly formed QDOC to foster a culture that embraces and promotes diversity and equity awareness on the Qatar campus.

Respectfully submitted,

Dr. Hassan Bashir
Co-Chair, QDOC
Assistant Professor, Liberal Arts

Dr. Cyndy Howman Wood
Co-Chair, QDOC
Assistant Dean, Admissions & Student Affairs