

Frequently Asked Questions¹

1. *What do we mean by “diversity”?*

TCU has articulated what the university means when speaking about diversity, equity and inclusion. That statement is on the TCU Diversity Equity and Inclusion webpage, <https://inclusion.tcu.edu/about/vision-mission/>

With regard to curriculum, the proposal for the DEI Essential Competency defines diversity, and the DEI EC IC has reviewed and discussed that language and affirms it. The DEI EC and the DEI EC proposal define diversity as, race, gender, class, sexuality, ability, veteran status, and other critical social identities.

2. *Is the Core Curriculum really the best place to do this? Won't students resent being forced to take a class in “Diversity?”*

It is TCU's mission to build a campus community committed to growth in diversity and inclusion, central to the University's mission to educate individuals to think and act as ethical leaders and responsible citizens in the global community. One component of the strategy to fulfill the TCU's mission is the TCU Core Curriculum, the coursework that all students, regardless of their major, must complete. By proposing an overlay, students will have the option of taking a DEI-vetted class from an interdisciplinary perspective (i.e., in CRES or WGSI), or from within their chosen field. By placing DEI in the core curriculum, TCU is affirming DEI as core value at the heart of the TCU experience.

3. *How is an Essential Competency different from other core requirements?*

The TCU Core Curriculum currently has Essential Competency requirements; Essential Competencies are relatively more focused on development of skills, as compared to acquisition of knowledge. The Essential Competency requirements currently in the TCU Core Curriculum (TCU CC) are Mathematical Reasoning, Oral Communication, Written Communication and Writing Emphasis. Within the structure of the TCU Core, Essential Competencies are designed to be overlays – competencies acquired while simultaneously achieving mastery of a separate core learning outcome. The DEI competency is important because we want students to not just learn about difference, but to be able to engage, live, and work across multiple vectors of social identity.

4. *Will all faculty be required to teach a DEI EC course?*

No. Faculty will teach a DEI EC overlay course only if they choose to.

¹ From, “TCU Core Curriculum Diversity, Equity, and Inclusion (DEI) Essential Competency Proposal, January 2019” created by the TCU DEI Sub-Committee on Curriculum.

5. *What is the timeline for the new EC?*

Spring 2019

- TCU Faculty approved the proposal to add a DEI Essential Competency to the TCU Core Curriculum

Late Spring 2019

- Creation of the DEI Essential Competency Implementation Committee (DEI EC IC)

Fall 2019

- Conversations with faculty in every college regarding the language of the DEI EC
- DEI EC IC will make decisions about “triple” dipping, create the structure of the vetting committee, work with the Registrar’s Office to determine the number of courses needed to support the DEI EC, and address any other necessary administrative tasks

Late Fall 2019

- DEI EC IC will present the DEI EC proposal to the TCU Faculty Senate

Spring 2019

- The TCU Faculty Senate will call a Faculty Assembly to present the DEI EC proposal for a vote

Note: Only students who enter TCU with the DEI EC requirement in effect will have to complete the requirement in order to graduate.

6. *When will the DEI EC requirement go into effect for students?*

Actual implementation of the DEI EC will depend on faculty re-tooling and/or creating the necessary number courses. This requirement will not go “live” until the Registrar’s Office affirms that the faculty can adequately support it. Only students who enter TCU with the DEI EC requirement in effect will have to complete the requirement in order to graduate.

7. *Will there be training and support for faculty who teach DEI EC courses?*

Absolutely! As the Provost Faculty Fellow for DEI, one of Dr. Claire Sanders’ tasks is to continue the DEI pedagogy training bootcamp she and Dr. Ariane Balizet began working on in the Spring 2019 semester. The goal is to offer the inaugural session of the bootcamp in late spring/early summer 2020. This training will become a regular professional development opportunity for all faculty.

8. *Will this new requirement add an additional course to degree requirements?*

No, not necessarily. Because the DEI EC is an overlay, courses vetted for the DEI EC can count with other courses in the TCU Core Curriculum, as well as required and elective courses in students’ major/minor.

9. *Will the DEI EC overlay “double dip” or possibly “triple dip,” with other TCU CC requirements?*

“Double dipping” refers to the phenomenon of a single course carrying more than one TCU CC credit. For example, there are courses that carry Social Science, Cultural Awareness and Writing Emphasis credit all in a single course. Similarly, there are courses that have the following TCU CC designations:

- Citizenship and Social Values and Writing Emphasis
- Humanities and Writing Emphasis
- Historical Traditions, Fine Arts and Writing Emphasis

These are only a few examples.

The DEI Essential Competency Implementation Committee (DEI EC IC) will work with the Registrar’s Office, to formulate a strategy that is appropriate for our campus and Core Curriculum, and will determine if courses in the TCU Core Curriculum will carry more than one Essential Competency credit, for example, a course that carries both Writing Emphasis and DEI EC, in addition to any other TCU CC credits (or combination of credits) like HT, SSC, HUM, CA, etc.

10. *Will students be able to transfer this credit to TCU?*

The DEI Essential Competency Implementation Committee (DEI EC IC) will address this and, in consultation with Dr. Ed McNertney, Director of the TCU Core Curriculum and the Registrar’s Office, determine what is appropriate for our campus.

11. *Our majors already have so many requirements—how can we add another 3 hours without delaying their graduation?*

The aim of teaching students to work within and among diverse groups is embedded in TCU’s mission: “to educate individuals to think and act as ethical leaders and responsible citizens in the global community.” The argument that issues of diversity, equity, and inclusion are the purview of some degree programs but not others thus goes against the mission of the school. There is no major, minor, or program on campus that is “exempt” from issues of equity or diversity. In practice, students often must choose between a major they want and coursework that attends to diversity, even if their career will regularly bring them into contact with diverse populations. By creating a DEI core requirement at the level of the Essential Competency, all units will have the opportunity to examine their existing courses and attend to matters of DEI in discipline- or field-specific ways. The more support TCU offers to departments and faculty doing this work, the more likely it will be that students will have no need to add more hours to their degree, but will instead earn their DEI EC credit through a class that already pertains to their major.

12. *What current courses will meet this requirement?*

We cannot know the answer to this question until the TCU Faculty approves the language of the DEI EC for the TCU CC, and the vetting committee vets courses. What we can know is that there are some already existing courses that are good candidates for the DEI EC. For example,

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| ANTH 20623 | Intro Cultural Anthropology (CA or GA, SSC) |
| BUSI 30153 | Ethical Decision Making (CSV) |
| CRES 10103 | Engaging Difference and Diversity in America (CSV) |

CRJU 20413	Introduction to Criminal Justice (SSC, CSV)
CRJU 20423	Critical Issues in Crime in Justice (SSC, CSV)
CRJU 30903	Law and Society (CSV)
CRJU 30853	Multiculturalism in the Criminal Justice System (CA)
ENGL 20203	Girls' Studies (LT)
ENGL 20313	Power & Protest(CSV)
ENGL 20533	The American Dream (LT)
ENGL 20573	Native American Literatures (LT, CA)
ENGL 20593	Introduction to Literatures of the Global African Diaspora (LT)
ENGL 20663	Why Read Literature? (CSV)
ENGL 30163	Urban Experiences and American Literature (LT, CA)
ENGL 30683	Post-colonial Anglophone Literature (LT)
ENGL 30713	Mexican American Literature and Culture in the Borderlands (LT, CA)
ENGR 30903	Issues in Engineering Design (CSV)
FTDM 40653	Popular Music and the Recording Industry (CA)
HIST 10713	Multicultural America (CA)
HIST 30803	Recent U.S. Urban History: Race, Space, & Community Activism (CA)
MANA 40223	Cross-Cultural Management (CA)
POSC 35023	Comparative Social Movements (CA)
POSC 31513	Women and Politics (CSV)
POSC 33103	Feminist IR Theory (CA)
POSC 34043	Equality Under the Law (CSV)
SOCI 20213	Introductory Sociology
NTDT 21163	Food and Culture (CA)
RELI 30493	Latinos/as, Religion, Law, and Identity (CA, CSV)
SOCI 20212	Introductory Sociology (CA, SSC)
SOCI 30903	Law and Society (CSV)
WGST 20003	Introduction to Women and Gender (CA, CSV)

Faculty will be free to submit any course they think appropriate for the DEI EC, and can create new courses, if that is their desire.

13. What is the composition of the vetting committee for DEI courses?

One of the DEI EC IC's charges is to articulate the composition of the vetting committee for the DEI EC. That vetting committee will function similarly to the HMOVV Committee. Using the model of the HMOVV Committee, ideally, the first 3-year term of the DEI Vetting Committee will consist of at least one person from each college and one person from the core faculty of **both** CRES and WGST. For the second term, representatives from CRES and WGST may be core or affiliated faculty. For the third term (and thereafter), the DEI Vetting Committee will consist of one person from each college, including SIS.

The DEI EC IC will work with Dr. Ed McNertney, Director of the TCU Core Curriculum, to determine the appropriate size and composition of the DEI EC vetting committee.

14. *What is the threshold of DEI content that would be required within a course to allow it to count as meeting the overlay requirement?*

Courses for the DEI EC will be vetted in accordance with other Core Curriculum standards (i.e., Learning Outcomes/Student Action Steps). The current vetting process to approve courses for the TCU Core Curriculum requires that faculty articulate how their class will demonstrate at least one Learning Outcome (through at least one Student Action Step). The DEI EC IC is considering making the first learning outcome mandatory for all courses approve for the DEI EC and one of the other two Learning Outcomes. If, through a single or multiple assignments/activities (student action steps), students can demonstrate competency in one of the three DEI learning outcomes, the course will count for DEI.

15. *I have more questions.*

We welcome your questions, and are in the process of creating a space in TCU Online to support this project. The TCU Online course shell will house copies of all of the documents we are working with and you will be able to post questions and comments. Please watch your email for an announcement.