

**Academic Affairs Climate and Diversity Committee  
Minutes from  
April 1, 2015 Meeting**

**Members present:** Suzanne Droleskey, Leigh Turner, Arthur Watson, Jennifer Reyes

**Members absent:** Mike Caudle, Rachelle Dudley, Mario Rojo del Busto, Gib Sawtelle (liaison), Annette Shenkir (liaison)

**I. Approval of Minutes**

Watson moved to accept. Turner seconded. The minutes were approved as presented.

**II. Announcements**

Droleskey congratulated the members for the work in their units that earned Academic Affairs an award of \$45,000 from the Diversity Council for advancing diversity efforts. She suggested asking the units to consider with their leadership how to recommend investing that money in future initiatives.

**III. Old Business**

**A. Supervisor Meeting Follow-ups**

Droleskey noted that this issue is resolved. AABS sent out to supervisors the notice of “at will employment” changes made by Human Resources at the request of AACDC.

**B. Status of Nine Theme Recommendations**

Droleskey noted that she was not aware of the status of the AABS issues and so could only report on the other items in Caudle’s absence. Droleskey handed out an updated tracking page for the Climate Survey 2012 recommendations which now contain the new recommendations from the nine themes report. She indicated that there will be an announcement going out to AABS soon about the report being approved. She agreed to chair the subcommittee on Recognition and Appreciation and that an announcement about membership would be sent out.

**C. Certificates and Letters**

Droleskey noted that these had been sent out to all previous committee and subcommittee members. She noted that an error had occurred and some people inadvertently had received an unsigned photocopy of the letter in advance of the actual package. Droleskey reported getting positive feedback on the recognition from supervisors.

**IV. New Business**

**A. Reports from Subcommittee Conveners**

- Benchmarking -- there was no report as Dudley was not present.
  
- Climate Survey – Turner noted that her subcommittee was working to create the report of findings but were struggling with the enormity of the project. Reyes noted that a number of colleges create abbreviated reports. She suggested creating a report that compared years and focused on actionable items and summative information. The full data sets generated from DARS can be attached as appendices. Droleskey suggested hiring two graduate students to assist with an in depth analysis of both quantitative and

qualitative studies that could follow this briefer report. Turner and Reyes will explore the options to do this with faculty in colleges.

- Mini-Grants -- Watson indicated that \$15,000 had been awarded to five recipients in the first round of awards. Four were for individual awards and one was for a group award. One of the individuals unfortunately had to decline the award because she was leaving the University. That money will be added to the remaining funding and be disbursed in the second round of awards in Fall 2014. The sub-committee was exploring an option to do informational sessions in the summer to help division staff understand better how to apply for these grants. Watson gained approval from two of the awardees to use their proposals as samples for future grant writers. Watson will create a brief report and announcement that can be broadly shared to congratulate winners. There was a brief discussion about potential rotation of membership.
- Recruitment/Retention – there was no report as Rojo Del Busto was not present.

## **B. Budget Discussion**

There was a brief discussion of the AACDC budget and potential expenses. The following expenses were considered:

- \$1,000 for graduate student to create report of quantitative analysis that may lead to a publication for the graduate student. Student would be under mentorship of Turner.
- \$1,000 for graduate student to take the lead with facilitating the qualitative analysis and create a report that may lead to a publication for the graduate student. Student would be under mentorship of Reyes.
- Supplies for the qualitative analysis process
- Funding to provide refreshments for informational sessions for mini-grants
- Focus Groups for the 2014 Climate Survey

The meeting adjourned at 10:15 a.m.