

Academic Affairs Climate and Diversity Committee
April 4, 2018, 9 – 10:30 a.m. 8th Floor Rudder, Kyle R. Younts Global Conference Center

Members Present: Rachel Dudley, Mofie Thomas, Arthur Watson, Catherine Roueche-Herdman, Annette Shenkir, Tom Owens, Elizabeth Piwonka, Suzanne Droleskey

Members absent: Shipla Hegde, Cynthia Burdick

I. Approval of Minutes (Watson)
Motion to approve by Thomas, Seconded by Catherine

II. Announcements (Droleskey)

A. Updates from DOC meeting

1. Comments on last Accountability Report
2. Possible new elements for future accountability reports

While these were a few of the key takeaways, a full report of DC feedback will be available in June.

1. The DC thought the reports were very different across units and felt they were hard to use to see progress across years. They were also concerned about providing context to people not on campus and overuse of acronyms.
2. DC wanted a better understanding of structure and how these reports are created and who reads/sees them. Communication was important to them and how these reports are shared.
3. President Young noted that he may ask units to focus on a few things vs. a shotgun approach. He emphasized “prioritize, measure, assess, and reflect”. This may look different for all units.
4. DC wanted to know more about campus climate studies (how often done, who does them, why so many? Etc.)
5. We may be asked to do a one page summary in future.

B. New Vice President for Diversity – on campus now! Dr. Robin Means Coleman

III. Old Business

A. Budget Report (Watson)

Handout provided to committee. Droleskey asked about Jason’s Deli expense, which was an expense from the climate subcommittee.

B. Recommendation Follow-Ups

Did not meet with Joe Pettibon this month, so minimal updates are available.

1. Career Ladder and Promotion Review (Fall 2015)
 - i. exit survey (Recruitment/Retention Subcommittee) – Chair is Dr. Kathleen Speed – subcommittee is forming.
Tom Owens is meeting with Dr. Speed later today.
 - ii. ALT Liaison submitted Red Flag Report to Provost – no update
2. Climate Survey 2012
 - i. Status of Standard Supervisory Training recommendation implementation

Send recommendations of members to Owen. Owen met with AABS leadership and is meeting every other week.

- ii. Recommended starting in Sept. 2018, with announcement to supervisors at division meeting in summer 2018

The questions were raised about the length of time that should be allowed to fold in new employees for this requirement, and Is there an expectation that this requirement be ongoing? The Co-chairs will check with the ALT liaison. A question could be added to the Climate Survey going out to supervisors.

3. Climate Survey 2014

- i. Required Diversity Training (Thomas, Shenkir)
2nd requirement: Sent out another reminder related to upcoming performance evaluations: *two additional courses (with at least one face-to-face), one on the issues identified in the climate survey results as critical needs (micro aggressions, negative diversity, positive climate, invisibility, and generational differences). The second course should address cultural differences. To facilitate accountability, the goal is 50% participation in these two courses by December 31, 2018.*
- ii. Guide to promotion (Owen) – Status Update on future iteration

C. Workday workshop (Owen) – Status update

IV. New Business

A. Reports from Subcommittee Liaisons

1. Recruitment and Retention (Owen)
2. Mini-Grants (Watson)
4 submitted, fully awarded 2, partially awarded 1
 - OGAPS – NCORE
 - Collaboration with UWC, CTE, and another group – bringing trainer to work with ESL
 - ConferenceWill do another iteration for summer
3. Hiring Process Review Subcommittee (Droleskey) – Report waiting for approval by ALT
4. Idea Contest (Roueché-Herdman)
New deadline for round 2 submissions – April 20.
Handouts were provided. There were 24 submissions total, 17 were selected to advance to round 2. Roueché-Herdman will extract ideas and send summary to Droleskey and Watson for review by Joe Pettibon.
Subcommittee Meeting at 4:00 today to continue conversations.

5. Climate Survey (Piwonka)

Do these trainings need to continue?

For the trainings you have been to, what are some of the key takeaways? What did you learn? Lightbulb moment, nugget, etc.

What would you like to learn more about?

- Demographics, how long have they been employed, etc. These questions will be added.

6. Summer Supervisor Meeting –
Week of July 23.

V. Next Meeting – May 2, 2018