

Academic Affairs Climate and Diversity Committee
April 5, 2017, 9:00 – 10:30 a.m. Career Center Conference Room

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

Members Absent: Rachelle Dudley

I. Approval of Minutes (Watson)

Move – Catherine Roueche-Herdman
Second – Mofie Thomas

II. Announcements (Droleskey and Watson)

A. NCORE participation is growing; plan on attending the May 31 reception and hold June 1 for a TAMU gathering

Let Mark Dawson know if you are registered so you can get campus updates. Over 50 people from A&M planning to attend. A private A&M reception will occur on Thursday evening.

B. Diversity Council's General Observations from Accountability Reports

The following suggestions were general comments for everyone, not necessarily directed specifically at Academic Affairs.

1. Encourage focus on grad/professional students as well as undergrads

We may consider including student and graduate employees, such as completing diversity train traq modules, climate survey participation

2. Improvements in student numbers – faculty and staff numbers are flat so eager to see more focus on tactical efforts related to faculty and staff

3. Climate surveys not the only way to gauge climate – consider focus groups; exit interviews

4. Consider intersectionality of different types of diversity (not just gender, race ethnicity, etc.)

We may need to circle back to liaison for clarification on this.

5. Deans/VPs are being held accountable; how are department heads being held accountable? How are individuals being held accountable?

This may be something to think about and bring back to leadership in the division.

Examples could include evaluation questions, required diversity related professional development during the year. Are there opportunities to educate unit leaders?

6. Websites are generally good; some could do a better job highlighting the success stories

This is not necessarily something we do right now, but it is something we could explore.

7. Be bolder – get the stories out in front of prospective students, parents, and prospective employees as well as those on campus

Start thinking about what we could do with prospective employees.

8. Are the leaders knowledgeable about the data vs. those assigned as “diversity representatives”?

There are some things we could share with leadership more explicitly, such as this list of eight items or other items coming out of DOC.

- C. Thursday April 20 – 8 a.m. to 5 p.m. – MSC Gates Ballroom – University-wide Climate Assessment Presentation and Dialogues (come and go – details coming later)
First 1.5 hours will be presentations, and the rest will be brainstorming, come and go.

III. Old Business

A. Budget (Watson)

Handout.

We should have enough funds to invest in some sort of summer training opportunity responding to items raised last summer at the supervisor meeting – Difficult dialogs, discussing/addressing equity issues with staff, and micro-aggressions. Arthur will follow-up with Christine Stanley and Barbara Abercrombie to get names for potential workshop leaders. A lunch lecturer may be open to more people vs a half-day training.

April 21 – AABS conversation, GSC 101

B. Recommendation Follow-Ups

1. Career Ladder and Promotion Review (Fall 2015)
 - i. ALT Liaison is exploring issue of exit surveys
Still no word
 - ii. E-mail about how to find openings online – sent
Done
 - iii. Droleskey - Red Flag Report submitted to Liaison
No more information at this time.
2. Equity Matrix Updated (Droleskey, Rojo Del Busto)

Currently on hold. HR said this information would not be available. Pettibon has been notified data are not available and the equity matrix will need to be changed if the data cannot be made available.

 - i. Shenkir and Thomas -- New potential source for promotion information
3. Climate Survey 2012
 - i. Shenkir -- Standard Supervisory Training – review draft recommendations and finalize
Walked through AACDC recommendation document. We will review and vote on the document at the May meeting. Timeline element in report will be updated from September 1 implementation to a December 1 implementation.
4. Climate Survey 2014
 - i. Thomas and Shenkir -- AABS assignment of Diversity inclusion course and training notice for division (on hold per Liaison)
 - ii. Dudley -- Guide to promotion

C. Mediation Training (Watson)

1. July Mediation training – Participant selection/invitation
Arthur has contacted interested parties. 5 confirmed, 1 would like to be left on the list, and the deadline is May 5. AACDC committee members should consider additional individuals to invite.
2. Location – 807 B is schedules for July 12, 13, and 14
3. Materials, etc.?

Rachel Dudley will handle materials. Suzanne

D. Climate Survey 2017 (Droleskey)

1. Possible subcommittee chairs -- (Piwonka checking)
Alicia Dorsey – schedule a follow-up meeting with Leigh Turner to download information.
2. Possible faculty member to assist with the survey – (hold until chair is identified)

IV. New Business

A. Reports from Subcommittee Conveners

1. Recruitment and Retention (Rojo Del Busto)
2. Benchmarking (Dudley and Shenkir)
Hold-done for now.
3. Mini-Grants (Watson)
No updates.
4. Hiring Process Review Subcommittee (Droleskey)
Completed. Discussed highlights of the report. Will vote in May.
5. Idea Contest (Roueche-Herdman)
Clarify the target audience – not related to cliental, but staff focused.
“Are there groups on campus you think you may need to work with?” – Question to add to application...those people may or may not be in Academic Affairs.
Vote online upon revisions

V. Next Meeting: May 3, 2017, 9 – 10:30 a.m. Career Center Conference Room