

Minutes
Academic Affairs Climate and Diversity Committee
February 3, 2016 9 a.m. – 10:30 a.m.
Career Center Conference Room

Members Present: Mark Dawson, Suzanne Droleskey, and Elizabeth Bledsoe

Members not Present: Rachelle Dudley, Mario Rojo del Busto, Annette Shenkir, Lesley Uptain, Arthur Watson

I. Approval of Minutes – Minutes were approved as written.

II. Announcements

Droleskey mentioned that she proposed two posters for the Campus Climate Conference January 22 and will find out later in February if both are accepted. One deals with the hiring file review data and the second relates to the summary observations from the Recognition and Appreciation Subcommittee report. Droleskey also noted that she had been invited to present the summary observations related to longevity and how we compare with Vision 2020 schools on recognition and appreciation efforts to the Staff Council in January. She thanked Uptain for helping to make that possible.

III. Old Business

A. Budgeted Projects

Droleskey noted that we have a number of budgeted projects coming up that we need to work on: Spring or Summer Supervisor Meeting 2016, Manager Training and Mediation Training. Everyone agreed to send to Uptain names of managers they thought may need to be part of the advisory committee. Manager training was briefly discussed but nothing resolved. Dawson agreed to look into high volume areas of conflict in division departments and Watson is out so there is no report on his conversation about training with Dr. Stanley.

In addition several committee members have selected conferences to attend in the upcoming year:

- a. NCORE: National Conference on Race and Ethnicity (San Francisco, May 31 – June 4, 2016) Selected: Droleskey and Watson
- b. Texas Diversity and Leadership Conference (Houston, April 13 – 15 Houston) Selected: Uptain

B. Follow ups from Recruitment and Retention Subcommittee

This discussion was tabled because of the absence of Rojo Del Busto.

C. Proposed Revisions to AACDC Website

Members present confirmed that they had no problems with proceeding with the proposed changes to the website. Droleskey will follow up with Nancy Sawtelle on making the changes.

IV. New Business

A. Reports from Subcommittee Conveners

- a. Benchmarking (Dudley) -- Dudley was not present, so there was no report.
- b. Climate Survey (Turner) Turner noted that the discussion group report was going to be ready shortly and then sent to the leadership. The leadership team had asked for time to read it and then meet with Turner, Watson, and Droleskey about it before sending back their recommendations.
- c. Mini-Grants (Watson) --Watson was not present, so there was no report.
- d. Tradition of Excellence New Award Criteria (Mark Dawson) – Dawson reported that his subcommittee had provided its report to leadership and had not yet heard back on the final outcome.

V. Next Meeting: March 2 , 2015, 9 – 10:30 a.m. Career Center Conference Room

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