

## Academic Affairs Climate and Diversity Committee

Minutes: February 7, 2018, 9 – 10:30 a.m. 8<sup>th</sup> Floor Rudder Kyle R. Younts Global Conference Center

Members Present: Suzanne Droleskey, Arthur Watson, Rachelle Dudley, Shilpa Hegde, Catherine Roueche-Herdman, Annette Shenkir, Mofie Thomas, Cynthia Burdick

Members Absent: Tom Owens, Elizabeth Piwonka

### I. Approval of Minutes (Dr. Droleskey)

### II. Announcements (Droleskey)

**A. NCORE Presentation Acceptances:** An email will be sent out on NCORE and TAMU has a group registration link for 10% discount. TAMU NCORE attendees can interact through Facebook prior to the NCORE Annual Conference in New Orleans from May 29 – June 2, 2018. Some of those already registered have noted that hotel rooms are going fast. Five Presentations was accepted; Droleskey & Mofie Thomas got accepted for presenting.

### B. NCORE Speaker Series Dates – need an AACDC emcee

1. **March 28 11:30 – 1 :** Mofie Thomas will be the emcee
2. **April 3 11:30 – 1:** Cynthia Burdick will be the emcee
3. **April 19, 11:30 – 1:** Annette Shenkir will be the emcee

### III. Old Business

**A. Budget Report (Watson):** AABS has issued corrected budget information and a copy of the report was provided to all the members of the committee.

### B. Recommendation Follow-Ups

1. Career Ladder and Promotion Review (Fall 2015) No Updates
  - i. exit survey (Recruitment/Retention Subcommittee) – Chair is Dr. Kathleen Speed – subcommittee is forming
  - ii. ALT Liaison submitted Red Flag Report to Provost – no update
2. Climate Survey 2012 No Updates
  - i. Status of Standard Supervisory Training recommendation implementation
  - ii. Recommended starting in Sept. 2018, with announcement to supervisors at division meeting in summer 2018
3. Climate Survey 2014
  - i. Required Diversity Training (Thomas, Shenkir)
    1. Status as of January 31: Percentage has increased to overall an average of 99%
    2. Compilation of potential options for 2<sup>nd</sup> requirement:  
*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.*  
Droleskey had some suggestions for face to face courses:
      - Community of Respect or Speaker Series

- Senior World Passport Program: Has sessions which will feature a different country to learn about their culture and cuisine. Sessions dates are March 29, April 5, 16 & 26 between 2-3 pm. At the Southwood Community Center, Rock Prairie.
- ii. Guide to promotion (Owen) – Status Update on future iteration – No updates

#### **IV. New Business**

##### **A. Reports from Subcommittee Liaisons**

1. Recruitment and Retention (Owen) –No updates
2. Mini-Grants (Watson) – will pass it on for Fall
3. Hiring Process Review Subcommittee (Droleskey) – Report waiting for approval by ALT – No updates
4. Idea Contest (Roueche-Herdman) – Email has been sent out, Guidelines & Information has been made available on the website, Flier will be sent out soon. It will be open for 2.5 weeks
5. Climate Survey (Piwonka) – No updates

#### **V. Next Meeting – March 7, 2018**