

MINUTES
Academic Affairs Climate and Diversity Committee
January 7, 2014
9:00 a.m. to 10:30 a.m.
Career Center Conference Room

Present: Suzanne Droleskey, Donna Pantel, Rachelle Dudley, Mario Rojo del Busto, Leigh Turner, Nancy Sawtelle

Not Present: Gib Sawtelle, Arthur Watson, Jennifer Reyes (new member, replacing Becky Petitt)

I. Approval of Minutes – December 3 & 4, 2013

- a. Pantel moved and Rojo del Busto with minor corrections. Turner will make the corrections and send to Nancy Sawtelle for posting on the AACDC website.

II. Announcements

- a. Turner shared with the committee that she and Droleskey interviewed an excellent candidate to facilitate the focus groups, Susanna Coppernoll with AgriLife Extension. An offer has been made to Coppernoll and it is expected that Turner will receive a reply shortly.
- b. Droleskey submitted the Accountability Report on December 16 to the Office of the Vice President for Diversity. Previously, the draft was shared with Dr. Butler-Purry and other members of the Provost's leadership team and only minor revisions were suggested. Provost Watson asked Dr. Butler-Purry to convey her thanks to the AACDC committee for a job well done and stated that the report captured the Division's data well.

III. Old Business

- a. Draft Equity Matrix
 - i. Turner reported on the work of Mindstream for the System to revise and update the career ladders for IT and executive positions, i.e., Director, Assistant Director, etc. The revisions update the language, make more use of working titles' terminology, and specify competencies for each position within the ladders. Additionally, Rojo del Busto reported that titles will be consistent with Department of Labor occupational codes.
 - ii. Droleskey led the committee in a review of the Matrix with discussion regarding the feasibility of measuring some dimensions, whether some were best reviewed at the unit level vs. the division level, and the possible impact of the Mindstream work and the University Staff Council survey on staff attitudes regarding possible recognition activities. The committee was unable to complete a review of the entire matrix and members were asked to provide their comments to Suzanne by Friday, Jan. 10, about the remaining items about accommodations, access to job related resources, and opportunities to implement changes or improvements.

b. Best Practices Related to Hiring, Retention, Promotion

- i. Droleskey stated that the draft report that she compiled and previously sent to the committee garnered just one response from Rojo Del Busto, and she asked that all members review the report as soon as possible. She will re-send the report.

c. Populating Standing Committees

- i. Several members reported that they have prospective subcommittee members to recommend. Turner asked if any attendees at the Brown Bag events indicated if they were interested in serving on the subcommittees and Droleskey will check with Kelley Robbins of the Office of the Vice President for Diversity who assisted with the Brown Bag events.