

## Minutes: January 10, 2018, Academic Affairs Climate and Diversity Committee

**Members Present:** Catherine Roueche-Herdman, Elizabeth Piwonka, Suzanne Droleskey, Arthur Watson, Mofie Thomas, Cynthia Burdick, Tom Owens

**Members Absent:** Rachelle Dudley, Annette Shenkir, Shilpa Hegde

- I. **Approval of Minutes** – Owens noted some corrections. Mofie Thomas moved approval with corrections. Cynthia Burdick seconded. Previous meeting minutes approved as corrected.
- II. **Old Business**
  - A. **No Accountability Presentation** – Droleskey mentioned that DOC had cancelled it for this year.
  - B. **Budget Report** - Watson noted that AABS had indicated budget information was sent out incorrectly and would be re-run this afternoon, so there is no budget report available.
  - C. **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 has not yet formed
      - 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) – New data will be pulled at end of January for initial compliance. Thomas will get information from University Press. She noted that the percentage is looking much better since reminders went out in December. There was discussion on how to proceed with reminders about 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.*  
The decision was made to bring ideas for potential ways to comply (course offerings, speakers, etc.) to the February meeting and decide what may be able to be sent out to our colleagues to help them facilitate compliance with the requirement.
      - ii. Guide to promotion – Owens noted he is waiting until Workday is fully implemented to connect with needed resource people. He will have a report in February.

### **III. New Business**

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

1. Recruitment and Retention – Watson noted that there were 6 people who wanted to serve on this subcommittee. Watson and Owens will meet with the chair of the subcommittee to let her know.
2. Mini-Grants – Watson noted that the subcommittee needs a new chair and some additional members. A new recruitment announcement will go out shortly.
3. Hiring Process Review Subcommittee (Droleskey) – Report waiting for approval by ALT
4. Idea Contest -- Roueche-Herdman and Burdick asked for feedback by Friday, Jan. 12 on an announcement and logo that will shortly go out. They plan to start advertising the contest in late January. They have been connected to the person in charge of running the Tradition of Excellence Award Program so that the announcements can be made at this program.
5. Climate Survey – Piwonka noted that the subcommittee (9 people) has met and is enthusiastic about proceeding with determining the impact of 4 projects: supervisor meeting, mini-grants, required HR training, and the promotion presentation. She anticipates efforts to get under way later in the spring.

### **IV. Next Meeting – February 7, 2018**