

Academic Affairs Climate and Diversity Committee
January 4 , 2016, 9 – 10:30 a.m. Career Center Conference Room

Attendees: **Watson, Thomas, Rouche-Herdman, Shenkir**

Not Present: Rojo Del Busto, Droleskey, Piwonka, Dudley

I. Approval of Minutes (Watson)

Minutes for December 7 were approved. Shenkir moved approval and Thomas seconded.

II. Old Business

A. Budget (Watson)

No changes to present.

B. Accountability Report Status (Droleskey and Watson)

1. Presentation materials

i. Review and approve draft PowerPoint

Nicole and Dudley almost ready to send to Suzanne. Should be sent this week.

ii. What goes on the handout?

Handout was given to members. Once we have the final PowerPoint, the presentation will be sent out and then we will update the handout. Please respond back to that email with suggestions.

iii. Who can help with what?

C. Recommendation Follow-Up Chart Walk Through

1. Career Ladder and Promotion Review (Fall 2015) (Rojo Del Busto, Thomas)

No update. Equity Matrix (Watson)

Watson will send out the updated version from the December meeting. Please respond with any corrections.

2. Standard Supervisory Training (Shenkir)

Shenkir to meet with Brandy Kosh next week. She will update committee next month.

D. Red Flag Report Review (Thomas)

1. Review data

2. Consider recommendations and how to share with the Provosts' staff

Shenkir will draft a report. Thomas will send her the excel versions of the data. Members send additional recommendations to Shenkir to add to the report.

E. Training (Watson)

1. Mediation Training Assessment Report draft and Recommendations

Nothing new to report. Watson will send out new dates for the second cohort once the dates have been confirmed with Dr. Watson. Committee members will send out invites similar to last time and see how many respond interested. We might need to set up 2 2-day training times to accommodate those interested. The second part will be after the second cohort does their 3 day training. Most likely will be in August.

2. Required training notification from AACDC – status?

Thomas will send Rouche-Herdman some follow up questions about the notification.

3. NCORE

Watson looked up dates to remind committee about making plans to attend. May 30-June 3rd in Fort Worth. Many people from TAMU will be going and possible presenting at the conference. Watson to email out the account number we should be using in Concur (Committee Training budget).

III. New Business

A. Reports from Subcommittee Conveners

1. Recruitment and Retention (Rojo Del Busto)

No Report

2. Benchmarking (Dudley and Shenkir)

Watson to follow up on idea that one group from TAMU should be asking for this information.

3. Mini-Grants (Watson)

3 grants were awarded. 2 were for NCORE. Kristin Harper is the chair of that committee. The next round of submissions is due January 20th. Watson will check on making sure that has been advertised.

4. Hiring Process Review Subcommittee (Droleskey)

No update.

5. Idea Contest (Rouche-Herdman)

The next meeting is January 9th. Droleskey went to the previous meeting and spoke about the direction of the committee and gave some additional information. The committee will take a deeper look into this information and possible break it into smaller chunks. Maybe focus on one area. Rouche-Herdman will update more at the next meeting.

B. Website Updates (Droleskey)

Many updates were sent in December. The website should have the latest minutes, updated rosters, new subcommittee rosters, and climate survey. If you see something that is wrong, please let us know to get it fixed.

C. Accountability presentation.

If committee members are available, try to attend at least part of the presentation day. We can get some ideas from others on campus.

IV. Next Meeting: February 1, 2016, 9 – 10:30 a.m. Career Center Conference Room