

**Minutes: Academic Affairs Climate and Diversity Committee
July 5, 2017, 9 – 10:30 a.m. Career Center Conference Room**

Attendees: Thomas, Droleskey, Watson, Piwonka

Not Present: Dudley, Roueche-Herdman, Shenkir, Rojo Del Busto

- I. **Approval of Minutes** -- Minutes for the June meeting were unanimously approved.

- II. **Old Business**
 - A. **Budget** Watson noted that there was an incorrect amount of about \$98,000 added to the budget report that will be removed in future iterations. The group discussed combining some categories of the budget in the future based on past uses.

 - B. **Recommendation Follow-Ups**
 - i. Career Ladder and Promotion Review (Fall 2015) -- Droleskey reported that the ALT Liaison asked AACDC to use its recruitment and retention subcommittee to draft a division exit survey given responses from HR that it will not provide these data and the fact that other divisions are doing their own. Droleskey requested a copy of the DSA exit survey and has reached out to Rojo Del Busto about this matter.
 - ii. ALT Liaison submitted Red Flag Report to Provost; we are still waiting on feedback from the leadership.
 2. Climate Survey 2012
 - i. ALT Liaison has received the Standard Supervisory Training recommendations; we are still waiting on feedback from the leadership.
 3. Climate Survey 2014
 - i. Thomas and Shenkir -- AABS assignment of Diversity inclusion course and training notice for division revisions made (on hold per Liaison) ; we are still waiting on feedback from the leadership.
 - ii. Dudley – No update on the guide to promotion; Dudley was not present at the meeting and did not send in any updates.

- C. **Supervisor Training**
 1. Mediation training starts next week and has 18 participants; Watson asked AACDC to see if there are others who may wish to attend so we max out at 20 participants.
 2. July additional training update is moving ahead as scheduled. There are 44 supervisors signed up and a Distribution A announcement will go out on Monday to open this to the entire campus. Watson will attend both days of training and host the presenter, Justin Brown.

- D. **Climate Survey 2017** – Piwonka had no updates at this time but feels there will be more to report in August or September.

- E. **AACDC structural review** – Members discussed the rotation schedule and people are reminded that three people are scheduled to rotate off in September, so they need to discuss this with their leadership to see who is staying on and who may be rotating off. The group voted to include 3 at large positions that could be voluntary or voted on depending on interest level of the candidates. Droleskey will edit the membership guidelines and send

it out for all members to review before being sent to the leadership for approval. Thomas provided a list of new website ideas, including links to helpful items that could have a new tab of its own and a list of top impacts that AACDC has made, which could appear on the landing page for the group. These were discussed and edited. Thomas will revise and it will be sent out to all members for review before being implemented.

III. New Business

F. Reports from Subcommittee Conveners

- 1.** Recruitment and Retention – no report because Rojo Del Busto was not present
 - 2.** Mini-Grants – Watson said there was nothing new to report.
 - 3.** Hiring Process Review Subcommittee – Droleskey said there was nothing new to report; this is still being reviewed by the leadership.
- G.** Idea Contest – no report because Roueche-Herdman was not present.

Next Meeting: August 2, 2017, 9 – 10:30 a.m. Career Center Conference Room