

Academic Affairs Climate and Diversity Committee
June 14, 2016, 9 – 10:30 a.m. 8th floor Rudder Tower – Meeting Minutes

I. Approval of Minutes (Watson)

The motion to approve the minutes was given by Bledsoe and seconded by Roueche-Herdman. Motion passed.

II. Announcements (Droleskey)

- A. New member from AABS – Mofie Thomas was introduced.
- B. NCORE report – Initial feedback from Droleskey and Watson indicated it was a high quality conference with over 3000 in attendance.
- C. Tradition of Excellence Award Feedback – Venue was family-friendly, but seating was inadequate. People seemed pleased by the addition of new awards and increased amounts, both of which were recommended by an AACDC subcommittee and then implemented by another.

III. Old Business

A. Budgeted Projects

- a. Summer Supervisor Meeting 2016 (Roueche-Herdman and Bledsoe)
 - i. AACDC approved the draft schedule and speakers:
 - 1. State of Diversity – Christine Stanley
 - 2. HR issues – Janelle Ramirez
 - 3. Others – Dr. Balester and Dr. Datta have accepted invite to moderate group discussion
 - ii. Budget approval – Updated to include monies leftover from the AACDC lunch budget; also could use some other from Climate Survey implementation funds.
 - iii. Status of Supervisor Survey – Droleskey reported that roughly 90 responders have been recorded so far. The invitation has now been sent to staff in the Division of Research as well. With two reminders remaining, we are still hoping for over 50% as a response rate.
- b. Mediation Training (Watson) – No update

IV. New Business

- D. **Next Accountability Report is due November 2016 to Provost** (Droleskey and Watson)
 - a. The template has been updated and the only real change is that this is a benchmarking year, so reconstituting the Benchmarking Subcommittee will be

critical. Droleskey volunteered to contact Dudley since she was not present. Shenkir volunteered to serve on this subcommittee.

- b. Feedback from Diversity Council
 - i. Focus on priorities
 - ii. Define acronyms
 - iii. More reflection, not just data
 - iv. Share and learn from best practices
 - v. Adhere to the template

- c. Draft timeline for AACDC members -- Droleskey presented a draft schedule for this year. AACDC reviewed it and approved it pending approval by the ALT with one change: adding a date for the reports to reach the AACDC representative for units who use the AACDC rep to create their unit report. That deadline will be October 21.
 - i. Unit Reports and subcommittee updates (Equity, Climate, and Benchmarking) due to AACDC compiler(s) for rollup – Noon Nov. 3 (Thurs)
 - ii. Draft sent to AACDC to read and comment – Nov. 9 (Wed)
 - iii. Review/edit in meeting – November 16 (Wed) **(schedule this)**
 - iv. Edited version sent for final review – November 18 (Friday)
 - v. Submit report to liaison – November 28 noon (Monday)
 - vi. Submit report to Diversity Office – Dec. 8 (Thursday)

E. Reports from Subcommittee Conveners

- a. Recruitment and Retention (Rojo Del Busto) – Not present
- b. Benchmarking (Dudley and Shenkir) – Not present
- c. Climate Survey (Droleskey and Watson) – Reminder of directive from Dr. Watson to discuss results of Climate Survey at a staff meeting before Sept 1, 2016
- d. Mini-Grants (Watson) – Would like to design a form/questionnaire for feedback on the experience and assessment of the impact.

- F. **Budget** (Watson) Budget was already discussed in the section related to the supervisor meeting. No additional changes.