

MINUTES
Academic Affairs Climate and Diversity Committee
June 4, 2014
10 a.m. to 11:00 a.m.
Career Center Conference Room

Present: Suzanne Droleskey, Donna Pantel, Mario Rojo Del Busto, Leigh Turner

Not Present: Rachelle Dudley, Jennifer Reyes, Gib Sawtelle, Nancy Sawtelle, Annette Shenkir, Arthur Watson

- I. Approval of Minutes–May 7, 2014
Droleskey moved approval, Pantel seconded. Minutes were approved as submitted.
- II. Droleskey reported that the Equity Matrix created by AACDC was presented to the DOC at their last meeting and was well-received as an example of best practice related to equity reviews in units. The only thing remaining to be approved is the new timeline. She also noted that there is nothing to update on the recommendations for using diversity funding submitted last month by AACDC.
- III. Old Business
 - A. Standing Subcommittee Issues
 - Possible confidentiality agreement—Rojo Del Busto reported that he has not yet finished this project.
 - Discussion of best practices was postponed.
 - B. Follow-ups on Climate Survey Recommendations
 - Turner reported that the Focus Group Recommendations should be provided to us this week. Therefore, this is postponed to the next meeting.
- IV. New Business
 - A. Recommended Due Dates for Unit Accountability Reports
 - Droleskey initiated a discussion of potential due dates for unit reports to AACDC for roll-up into the final report that is now due Dec. 1 (reference Droleskey’s e-mail of May 28 subject “Diversity Plan Accountability Reporting Update”). The group agreed on the following timeline for the next accountability reports:
 - Oct. 29 -- AACDC unit reports due to Droleskey for roll-up into the AACDC report
 - Nov. 5 – regular AACDC meeting will be used to review this report and finalize it.
 - Nov. 10 -- The Academic Affairs rolled up report will be sent to Karen Butler Purry. That will give time for it to be reviewed before Thanksgiving.
 - Dec. 1 -- Report is due to the Diversity Council (day after the Thanksgiving holiday)
 - B. The new Benchmarking requirements were also discussed (reference e-mail related to Accountability reports in IV.A). Two new issues – collecting peer climate information and recruitment strategies – will also be required as part of the accountability report due December 1, 2014. Pantel indicated that she and Dudley had been waiting to

convene the Benchmarking Subcommittee to hear the decision about the data changes that were addressed in the May 28 e-mail. Knowing that two new sets of information are needed, Pantel felt that the Benchmarking Subcommittee would need to meet soon to discuss how to obtain it. Some ideas about how to proceed were briefly discussed but centered on a university level review of websites as a starting point. Pantel will share these with the subcommittee and report back about what they find. Rojo del Busto noted that depending on what is found, additional instructions may be required.

C. Reports from Subcommittee Conveners

- Benchmarking—Nothing new to report other than the ideas already provided.
- Climate Survey—Turner reported that the Climate subcommittee has been working on the new iteration of the survey. More demographic questions have been added and they have incorporated all the recommendations listed after the last survey. The subcommittee is on track to run the survey in September and October 2014. Turner indicated that the subcommittee members have been very engaged and that the group has benefitted from having DARS participation. Droleskey shared copies of pages from the newly released Staff Climate Survey from the university level. She noted some interesting results and several questions that differ from questions asked by AACDC on our survey.
- Recruitment/Retention—Rojo Del Busto reported that the subcommittee will meet soon to begin discussions on the tasks assigned by the equity matrix developed by AACDC and approved by the division leadership.

D. Supervisor Meeting Update

- Droleskey indicated that there are still some speaker spots if anyone on AACDC would like to be involved as a speaker who is not already doing something. The meeting attendees number over 60 for the June 12 meeting and over 25 for the July 29 meeting. The response rate for the survey was 59%, and results are being analyzed now. Droleskey named all the speakers and discussed the engagement of a variety of supervisors from the division, including AACDC members, who volunteered to help with the program. They are waiting to hear whether a member of the VLT will be able to attend.

V. Adjourned