

**Minutes: Academic Affairs Climate and Diversity Committee
June 7, 2017, 9 – 10:30 a.m. Career Center Conference Room**

Attendees: Thomas, Roueche-Herdman, Shenkir, Droleskey, Erin Pope for Rojo Del Busto

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

- I. **Approval of Minutes** – The minutes were approved for April and May after being moved by Thomas and seconded by Shenkir.

- II. **Old Business**
 - A. **NCORE Discussion** – Everyone was asked to submit their receipts as soon as possible for NCORE. There was a rich discussion of the experiences of members at the NCORE conference. Each shared information about what they attended that most struck them. Thomas suggested including some of the information on the AACDC website as resources for people in Academic Affairs. Roueche-Herdman and Shenkir agreed to pdf several items they had that they thought others would enjoy seeing. Droleskey said she would follow up with Stanley on the idea of a TAMU lunch series where we invite TAMU NCORE presenters to do their presentations again for an on-campus crowd. Droleskey will also follow up with trying to get a copy of the new exit survey being launched by Student Affairs.

 - B. **Recommendation Follow-Ups**
 1. Career Ladder and Promotion Review (Fall 2015) *No Change From May Meeting*
 - i. ALT Liaison is exploring issue of exit surveys
 - ii. ALT Liaison submitted Red Flag Report to Provost

 2. Equity Matrix Updated (Droleskey, Rojo Del Busto)
Liaison notified that HR says we cannot obtain promotion information, so AACDC voted on updating the Equity Matrix to show this and that units who want to do this on their own can proceed with unit level reviews of these two promotion elements.

 3. Climate Survey 2012 – No change from May meeting: ALT Liaison has received the Standard Supervisory Training recommendations

 4. Climate Survey 2014 – No change from May meeting: AABS assignment of Diversity inclusion course and training notice for division revisions made (on hold per Liaison). Droleskey will email again and see if this can be moved forward. The guide to promotion was not discussed as Dudley was absent.

 - C. **Supervisor Training**
 1. July Mediation training – Participant numbers have been reached at 20.
 2. July additional training update -- Discussion ensued about which of the training proposals to approve. After discussion, the majority voted for Justin Brown's proposal, as submitted by Watson. Droleskey and Shenkir will follow up on locations and contract information as Watson is out of town.

 - D. **Climate Survey 2017 (Piwonka)** No report as Piwonka was not present.

III. New Business

A. Reports from Subcommittee Conveners

There were no updates from the subcommittees.

B. Prepare for July discussion of AACDC structural review

Droleskey suggested everyone prepare for conversations about the structure of AACDC and how to improve it and membership. Several ideas discussed today included adding “at large” members who would be voted on by the division. Also suggested were changes in the website and the possibility of a student member. All were encouraged to review the membership documents online and bring ideas about what is/is not working to the July meeting.

C. New Accountability report – Droleskey shared information about the new diversity accountability report and offered to share a sample e-mail she had already sent out about it to her unit. Members discussed what this would mean for them and their future reports since it is a chance to focus only on the benchmarking information previously discussed in 2016 plans.

Next Meeting: July 5, 2017, 9 – 10:30 a.m. Career Center Conference Room