

Academic Affairs Climate and Diversity Committee
March 1, 2017, 9 – 10:30 a.m. Career Center Conference Room

Attendees: Watson, Thomas, Rouche-Herdman, Shenkir, Dudley, Droleskey, Erin Pope for Rojo Del Busto

Not Present: Rojo Del Busto, Piwonka

- I. **Approval of Minutes:** After several corrections, Thomas moved approval, Shenkir seconded. The minutes were approved with corrections.

- II. **Announcements**
 - A. Diversity Council Meeting – Watson, Shenkir and Droleskey reported that it went well but was a little rushed. Questions asked didn't appear to apply to the division. Shenkir will send to everyone a set of the one page handouts prepared by others.
 - B. Feedback from Liaison meeting – Droleskey reported that the ALT liaison, Joe Pettibon, accepted the Mediation training report and provided suggestions for the equity report and other efforts noted in the minutes below.

- III. **Old Business**
 - A. **Budget** The report stopped being auto generated in December, and Watson requested a new one. He reported the balance as \$48,000.

 - B. **Recommendation Follow-Ups**
 1. Career Ladder and Promotion Review (Fall 2015)
 - i. Droleskey reported that the ALT liaison said that he will contact Barbara Abercrombie about how the exit surveys work and whether we can get data from it.
 - ii. No one received the draft e-mail about how to find openings online from Piwonka except Droleskey. Droleskey will ask her to resend it. The group agreed not to continue to pursue the matter in Workday.
 - iii. Droleskey reported that the Red Flag Report was submitted to Liaison but he has not yet read it.
 2. Equity Matrix Updated
The ALT liaison accepted the recommended edits from AACDC. He also offered that we should put the first item on the matrix on hold related to career paths/ladders because of the recent implementation of the system pay plan. Furthermore, he was not content with the response from HR to Rojo del Busto about the ability to find data to pursue the issues related to reviewing ethnicity/gender/age data and evaluation status. Pettibon would like AABS and the VPR business office to check their ability to access these data. After some discussion, Shenkir and Thomas will look into this and decide whether it is possible and if it is, a reasonable timeline to obtain the data. They will report back in the April meeting. The Equity matrix was updated to show this and will be posted online.
 3. Climate Survey 2012
The group did not discuss the Standard Supervisory Training draft recommendations so this was not finalized. It will be discussed at the April meeting.

4. Climate Survey 2014

- i. The assignment of the Diversity inclusion course and training notice for division is on hold at the request of the Provost. Shenkir had identified some issues related to language in the training that needed revision. This has been shared with EOD and we need to wait to implement it until they make the change. Nancy DeLeon predicted they can tell us a timeline before Spring Break.
- ii. Dudley reported that she and Shenkir will meet with Brandy Kosh in April about the guide to promotion. Droleskey will forward to Dudley and Shenkir a curriculum she heard about for a course that EOD has called "Career Preparation" as a possible option.

C. Mediation Training

Watson scheduled the mediation training for July 12 – 14. He recommended that the first training opportunities be offered to the remaining volunteers from the 2016 Supervisor meeting and then offer to others. AACDC agreed. Watson will follow up and share feedback at the April meeting. Droleskey volunteered to reserve the same room for the program. Dudley volunteered to handle materials again, and Shenkir agreed to handle certificates if needed for the part two training still to be organized.

D. Climate Survey 2017 (Droleskey)

Droleskey noted that Pettibon suggested Alisha Dorsey, and that Piwonka was reaching out to her to see if she would agree to chair the subcommittee. Leigh Turner suggested Mindy Bergstrom as a faculty member to work with this. AACDC agreed that the chair should be selected first and the suggestion of the faculty member should be provided to the chair vs. arrange that first.

IV. New Business

A. Reports from Subcommittee Conveners

1. Recruitment and Retention – no report, Rojo Del Busto was not present
2. Benchmarking -- Dudley and Shenkir concurred that the work of the group is over for now, but that they need to create a process now for how to obtain the data for the next report. They want to work with DARS or others to obtain the information in a more centralized way vs. asking each university individually. Droleskey will send information about some conversations that DOC had with DARS in August about something similar. Droleskey also suggested sending out to subcommittee members letters and award certificates and will forward templates to Dudley and Shenkir.
3. Mini-Grants – Watson reported that the next round is out and he is working on a report showing all the past winners for assessment and accountability purposes.
4. Hiring Process Review Subcommittee – Droleskey reported that the final report will be available in March. She reviewed a few highlights and said the group has its last meeting March 6.
5. Idea Contest - Roueche-Herdman reported that the group is meeting March 6 and she will have a report after that.

V. Next Meeting: April 5, 2016, 9 – 10:30 a.m. Career Center Conference Room