

**MINUTES**  
**Academic Affairs Climate and Diversity Committee**  
**March 5, 2014**  
**10:00 a.m. to 11:00 a.m.**  
**West Bizzell Conference Room**

Present: Suzanne Droleskey, Rachelle Dudley, Nancy Sawtelle, Annette Shenkir, Leigh Turner

Not Present: Mario Rojo Del Busto, Donna Pantel, Jennifer Reyes, Gib Sawtelle, Arthur Watson

**I. Approval of Minutes—February 4, 2014**

Turner moved approval; Droleskey seconded. Minutes were approved.

**II. Announcements**

Welcome new member: Annette Shenkir will serve as liaison with the Office of the Vice President for Research.

**III. Old Business**

**A. Best Practices Related to Hiring, Retention, Promotion**

**1. Discussion related To Texas A&M unit feedback**

Dudley redistributed copies of the best practices in climate and diversity for other divisions within Texas A&M. Consensus was that this information would be useful for Rojo del Busto's recruitment and retention subcommittee and would make a good handout for working with supervisors. Dudley will verify with the Office of the Vice President and Associate Provost for Diversity that this proposed use would be acceptable.

**2. Supervisor Survey—suggested revisions**

The committee discussed a draft of the supervisor survey and made the following recommendations.

- Remove questions #6 and #7
- Rewrite question #9

Consensus was to plan to launch the survey following Spring Break

**B. Standing Subcommittee Membership Results**

**1. Conveners have been identified:**

- Recruitment and Retention—Mario Rojo del Busto
- Climate Survey—Leigh Turner
- Benchmarking—Rachelle Dudley and Donna Pantel

**2. Subcommittee operations**

- Appointment letters will come from Droleskey and Turner with copies to the convener.
- Droleskey will develop rosters for each subcommittee.

- N. Sawtelle will post the subcommittee rosters on line

**3. Discussion of confidentiality statement was postponed to the April meeting.**

**IV. New Business**

**A. Academic Affairs Equity Dimensions.**

Summary of feedback from Academic Leadership Team as provided by Butler-Purry: I think that the inclusion of measures and issues broader than equity made it difficult for everyone to narrow down the dimensions. There was consensus to focus on the Advancement and Promotion dimension. However there was no helpful feedback on which others should be included. So I would recommend that the AACDC meet with Lori Taylor and try to refocus the Advancement & Promotion dimension and possibly a few other dimensions, that the committee deems relevant, around equity. You can share that revised list with me for feedback. I realize this detour was not in the timeline and may impact your other deliverable dates.

The AACDC asked Turner to invite Lori Taylor to meet with the group on our optional meeting date, Marcy 19.

**B. Focus Group Update**

1. Facilitators are Suzannah Copperknoll and Corliss Outley.
2. Focus groups are scheduled for day and a half sessions. First group will meet March 18 & 19. Second group will meet March 25 and morning of March 26. Third group will meet afternoon of March 26 and March 27.
3. Focus group participants were selected as follows:
  - One group is pure random selection;
  - Another group is randomly selected males and females representing the percentage of respective genders in the population of the division; and
  - Another group is composed of four individuals randomly selected from each ethnic group represented in the division—White, Black, Hispanic, and Asian.
4. Focus group discussion topics are:
  - Why might the climate be worsening?
  - Why is climate stressful?
  - Do you feel that you need to mask elements of your identity?

**C. Follow-ups on Climate Survey is postponed to the April meeting.**

**V. Adjourn**