

Academic Affairs Climate and Diversity Committee

March 7, 2018, 9 – 10:30 a.m. 8th Floor Rudder, Kyle R. Younts Global Conference Center

Members present: Suzanne Droleskey, Tom Owens, Shilpa Hegde, Cynthia Burdick, Catherine Roueche-Herdman, Mofie Thomas

Members absent: Arthur Watson, Rachelle Dudley, Elizabeth Piwonka, Annette Shenkir

I. **Approval of Minutes** (Droleskey)

Motion to approve by Catherine R-H, Seconded by Cynthia B.

II. **Announcements** (Droleskey)

A. **Updates from Liaison meeting** (Droleskey)

The Provost has not provided feedback on the submitted overview of AACDC, but it is an agenda item. Specifically, AACDC seeks a decisions on if (then when and how) to provide the second part of Mediation Training for those interested in earning the certificate. Suzanne D asked if anyone had additional topics that should be presented at the ALT (Academic Leadership Team) meeting.

B. **New Vice President for Diversity – holding DOC meeting tomorrow**

III. **Old Business**

A. **Budget Report** (Droleskey)

Suzanne D distributed budget details. There were no questions from the committee.

B. **Recommendation Follow-Ups**

1. Career Ladder and Promotion Review (Fall 2015)
 - i. exit survey (Recruitment/Retention Subcommittee) – Chair is Dr. Kathleen Speed – subcommittee is forming
 - ii. ALT Liaison submitted Red Flag Report to Provost – no update
2. Climate Survey 2012
 - i. Status of Standard Supervisory Training recommendation implementation
This is currently with AABS who has just hired a new HR Director. Suzanne D suggested the creation of an Implementation Committee to plan and execute this initiative. Suzanne D then asked committee to send to Mofie T any names of colleagues who are interested in serving on an Implementation Committee. Suzanne D then provided a brief history of the origination of this prescribed training for the new committee members.
 - ii. Recommended starting in Sept. 2018, with announcement to supervisors at division meeting in summer 2018
3. Climate Survey 2014
 - i. Required Diversity Training (Thomas)
 1. 2nd requirement: Do we need to do anything else at this time?
two additional courses (with at least one face-to-face), one on the issues identified in the climate survey results as critical needs (micro aggressions, negative diversity, positive climate, invisibility, and generational differences). The second course should address

cultural differences. To facilitate accountability, the goal is 50% participation in these two courses by December 31, 2018.

The committee decided that a reminder email would be beneficial and timely since we are entering the evaluation period. Tom O and Catherine R-H will draft the reminder email and provide to the committee for approval before distribution by Catherine R-H.

ii. Guide to promotion (Owen) – Status Update on future iteration

Tom O and Brandy Kosh have been discussing this and feel that there is currently a greater need for a ‘guide to Workday.’ The committee agrees that Workday is a climate issue and suggested that this be a topic at the summer meeting. Tom O feels we may need to provide something sooner since the summer meeting will not be until July. The committee discussed hosting a Brown Bag event and paying for drinks, cookies and quality streaming.

IV. New Business

A. Reports from Subcommittee Liaisons

1. Recruitment and Retention (Owen)

No update- Tom O has not received a response from Dr. Speed, and will make contact again.

2. Mini-Grants (Droleskey)

Heather Fountain is the new chair. March 21 is the deadline for the next round of proposals.

3. Hiring Process Review Subcommittee (Droleskey) – Report waiting for approval by ALT

4. Idea Contest (Burdick)

24 submissions were received and have been scored by the subcommittee members. Stephanie Matlock will average the scores and the subcommittee will determine which ideas will be approved for round 2. The subcommittee is considering what type of support to offer contestants to prepare for round 2 presentations. Suzanne D suggested identifying “honorable mentions” and asked that the subcommittee bring ANY good ideas back to AACDC and possibly post them on the AACDC website. Suzanne D also asked what kind of letter will be sent to contestants who are not selected for round 2, and if copies of the letter will be provided to the respective supervisors. AACDC would also like to have an idea of the demographic information on the entries. (i.e. Were they spread out across AA or only from a few offices?)

5. Climate Survey (Piwonka)

No update

V. Next Meeting – April 4, 2018