

Academic Affairs Climate and Diversity Committee
Minutes from
May 6, 2015

Members present: Suzanne Droleskey, Mike Caudle, Rachelle Dudley, Gib Sawtelle (liaison), Annette Shenkir (liaison)

Members absent: Mario Rojo del Busto, Jennifer Reyes, Leigh Turner, Arthur Watson

I. Approval of Minutes

Caudle moved to accept. Shenkir seconded. The minutes were approved as presented.

II. Announcements

Droleskey noted that the Office of Graduate and Professional Students (OGAPS) had made a request for input from campus units for any efforts made since the last graduate climate survey to address recommendations made by the climate survey. Droleskey will forward the request so that anyone in the division who may have done this can share input with OGAPS. Responses are due later in May.

III. Status of Nine Theme Recommendations

Caudle reported progress on the recommendations assigned to AABS for implementation. He has created a lengthy list of training opportunities and will use that as a basis for discussion with his AABS colleagues, EOD and division supervisors to create recommendations for a slate of training that will be recommended for 1) all new supervisors in the division and 2) all hiring supervisors and hiring committees in the division. He is also working on the survey of supervisors. The annual announcement on reporting inappropriate behaviors in the workplace will be sent out each Sept. 1 as this is optimal in relation to other regular announcements that come out. There is no progress on sharing information on use of student intern titles. Droleskey reported that there was a large response to the call for volunteers to serve on the newly established subcommittee for Recognition/Staff Appreciation. AACDC provided recommendations related to membership selection.

IV. Reports from Subcommittee Conveners

- Benchmarking – Dudley reported that her subcommittee will be reconvening soon.
- Climate Survey – Turner was not present but provided a report that Droleskey relayed to AACDC. The Climate Survey Report is being split into three parts: 1) an executive level report (available soon) that summarizes key findings and actionable items as well as comparisons on these key findings to the previous survey, 2) a qualitative survey analysis that will be facilitated by Reyes with the assistance of a graduate student recommended by faculty, and 3) an in-depth quantitative study that will be led by a graduate student recommended by faculty. The two graduate students, under the supervision of Turner and Reyes, will be paid from some of the AACDC budgeted funding and potentially result in publications for these students. It is hoped that their work will be completed by the end of the summer.
- Mini-Grants – Watson was not present so no report was given.
- Recruitment/Retention -- Rojo Del Busto was not present so no report was given.

V. Accountability Report Assessment Process

Reyes provided at the recent Diversity Operations Committee a review of future “grading system” for accountability reports. Droleskey, Shenkir, and Sawtelle were present at that presentation and provided insights about what it entails. Sawtelle noted several refinements suggested at the meeting. Droleskey encouraged everyone to share this information within their units and help leadership understand the importance of targeting reports in such a way as to address the types of components that will be assessed. Sawtelle noted that a best practice was identified as a unit level discussion about the accountability reports and pending actions. Droleskey encouraged AACDC to let their unit leader know that they can provide input on the potential scale to the Associate Provost and Vice President for Diversity.

VI. \$45,000 Diversity Progress Award

Droleskey reminded AACDC that she and Turner meet with the AACDC liaison on Friday and would be able to share potential recommendations for the use of diversity funding. Several ideas were shared in the meeting and will be distributed via e-mail for revision/consideration prior to that meeting. Among the ideas were reinvestments in training, infrastructure, and rewards for forward progress on diversity goals.

The meeting was adjourned at 10:15 a.m. The next meeting is June 3, 2015, 9 – 10 a.m.