

MINUTES
Academic Affairs Climate and Diversity Committee
May 7, 2014
10 a.m. to 11:15 a.m.
Career Center Conference Room

Present: Suzanne Droleskey, Mario Rojo Del Busto, Jennifer Reyes, Nancy Sawtelle, Leigh Turner, Arthur Watson

Not Present: Rachelle Dudley, Donna Pantel, Gib Sawtelle, Annette Shenkir

- I. Approval of Minutes—April 2, 2014
Turner moved approval, Reyes seconded. Minutes were approved as submitted.
- II. Droleskey reminded AACDC that the Accountability Report timeline has been pushed back; details are provided in the April 16 email, “Diversity Plan September Date Relaxed.”
- III. Old Business
 - A. Standing Subcommittee Issues
 - Possible confidentiality agreement—N. Sawtelle said she would send Rojo Del Busto copies of confidentiality agreements used in the Provost’s office.
 - Discussion of best practices was postponed.
 - B. Update on Academic Affairs Equity Dimensions
 - Droleskey developed a target dates as a point of departure for discussion. AACDC members suggested changing the column heading for the target dates from “Timeline” to “Target Timelines (subject to change).” The group also agreed to: push back the date of the target date for examining career ladders and paths from March 2015 to May 2015; delete the manual process mentioned in the comment sections of “Advancement and Promotion” dimensions relating to performance evaluations; and expand the descriptions of possible measures relating to barriers in “Hiring Practices” and in “Advancement and Promotion.” Droleskey agreed to make edits and send to all AACDC members for review and approval by email. The revised equity matrix will be submitted to Butler-Purry and the Academic Leadership Team.
 - C. Update on Feedback from Previous Accountability Report
 - In future reports, we will include hyperlinks to the individual unit reports.
 - The Diversity Operations Committee awarded Academic Affairs \$80,000 for diversity efforts. The AACDC discussed suggestions for using the award money.
 - Innovation mini-grants for sustainable efforts related to diversity initiatives
 - Diversity development grants for division staff
 - Collaboration on bringing a guest speaker
 - Sponsorship for a conference organized by another division or college

- Operations budget to support AACDC initiatives (e.g., facilitators for focus groups, refreshments and facilities for focus groups or employee forums)

IV. New Business

A. Follow-ups on Climate Survey Recommendations

Postponed to next meeting

B. All AACDC members need to communicate to their respective unit constituencies concerning the “May issue on the Diversity Plan” as stated in the following.

“Climate – Each unit should thoroughly audit existing (and planned) marketing media, including audio, print, and electronic publications, to ensure that: Texas A&M’s commitment to diversity is represented, as appropriate; that Texas A&M University’s language regarding equal opportunity, affirmative action, and accommodation is used consistently; and that all publications are provided in accessible formats. All new job postings should clearly stress the University’s commitment to equity and diversity. The Council on Climate and Diversity will review actions taken to improve media when formulating merit allocations.”

C. Reports from Subcommittee Conveners

- Benchmarking—Upcoming changes to EEO classifications will delay the start of the benchmarking effort. Droleskey noted that Pantel and Dudley had let her know that they will alert subcommittee members that they are part of the committee, but that the timeline has changed. Droleskey added that she would keep Pantel and Dudley apprised of updates to the process and the timeline.
- Climate Survey—Turner reported that the Climate subcommittee has begun meeting.
- Recruitment/Retention—Rojo Del Busto reported that the subcommittee has begun meeting and the members are very interested in retention issues and enthusiastic about their charge.

V. Adjourned