

**MINUTES**  
**Academic Affairs Climate and Diversity Committee**  
**November 5, 2014**  
**9:30 a.m. to 11:30 a.m.**  
**Career Center Conference Room**

Present: Suzanne Droleskey, Mike Caudle, Leigh Turner, Mario Rojo Del Busto, Annette Shenkir, Arthur Watson

Not Present: Rachelle Dudley, Jennifer Reyes, Gib Sawtelle

- I. **Approval of Minutes** – Droleskey made the motion to approve the minutes of the last meeting on October 8, 2014; Turner seconded. Minutes were approved.
  
- II. **Announcements**
  - A. Introduction of New Member – Mike Caudell was formally introduced to the group as the new member from AABS, replacing Donna Pantel. He noted the recent purchase by AABS of several DVD resources that he would be using in conjunction with leadership training programs he will be offering to the division. Droleskey indicated that she would send a list of the DVD titles to AACDC for review and consideration as to whether it would be useful to preview any of these in a future AACDC meeting. In this way, AACDC members would become more familiar with what is available through AABS in the way of training opportunities for units.
  
- III. **Old Business**
  - A. **Supervisor Meeting Follow-ups** – Droleskey reported that the “at will” language has been softened somewhat, but that there are other edits that were suggested to address the “due process” aspect of termination proceedings, and that the Office of General Counsel is reviewing these suggestions.
  - B. **Recommendation from Focus Groups, Supervisor meeting, and Division meetings** – Droleskey reported that the document of common recommendations was sent to Dr. Butler-Purpy after revisions were made to clarify specific aspects of several of the recommendations. It was Bulter-Purpy’s plan to present this information at the Provost’s Leadership Team yesterday, and we’re awaiting word regarding their reactions and/or approval of the recommendations.
  
- IV. **New Business**
  - A. **Review of Draft Unit Accountability Report** – AACDC agreed to send edits to Droleskey for the accountability report by early Friday morning if possible so she can send a track changes version out to the group by early Friday afternoon. Final edits are due on Monday at noon.
  - B. **Reports from Subcommittee Conveners** –
    - i. Climate Survey – Turner let everyone know that they would soon receive the invitation to participate in the 2014 survey and that it was slightly longer than

the previous iteration because of input from division feedback mechanisms and subcommittee discussions. She invited everyone to encourage participation and regretted the 2 month delay by the Institutional Review Board.

- ii. Mini-Grants – Watson indicated that the group is working on the group’s mission statement and that the group is very engaged and eager to execute the work of the subcommittee.
- iii. Recruitment and Retention – Rojo Del Busto indicated that his group has had to cancel several meetings but that they are working on a variety of homework assignments in two groups: organizational charts and career ladders. In addition, data related to promotions is being evaluated to consider how best to proceed with this project.
- iv. Benchmarking – The committee provided its report, and during the discussion, about the accountability report, Turner agreed to contact Dudley, who was not able to attend the meeting, about a needed edit to the spreadsheet. In addition, Droleskey agreed to contact Dudley about how the subcommittee could best follow-up with the information on climate and retention collected from peer institutions.

**V. Adjourn**

