

Academic Affairs Climate and Diversity Committee
November 1, 2017, 9 – 10:30 a.m. 8th Floor Rudder Conference Room
Minutes

Attendees: Droleskey, Roueche-Herdman, Watson, Thomas, Hegde, Burdick, Owen,

Not present: Piwonka, Shenkir

I. Approval of Minutes – Roueche-Herdman requested a date change error in the Oct. minutes. With this correction, Thomas moved approval and Owen seconded. Minutes were unanimously approved.

II. Announcements

A. Report for Dr. Fierke – Watson noted that this had been provided and that it had not yet been seen by the Provost. Watson will send the final version to AACDC. Droleskey suggested it be located on the AACDC website and provided to others as a good overview of what AACDC does. There was some discussion about putting AACDC communication techniques on a future agenda. Watson mentioned using the University Advisor and Counselor bulletin for potential updates, for example.

B. NCORE Speaker Series – Droleskey mentioned that the fall series was so successful that there will be a spring series, and that 5 presentations have agreed to do this. Dr. Blanca Lupiani, the interim VP for Diversity finalized the presentations to be invited. No central office presenters were invited as it was seen that we should be providing these opportunities for others. Two are college presentations and three are from Student Affairs.

C. Deadlines for Accountability Report: Droleskey reminded everyone that unit reports are due to her by Nov. 2. Hegde noted that she may need until Nov. 7. Roueche-Herdman also indicated difficulties in having the report at this point. All others felt theirs would be ready this week.

III. Old Business

A. The draft budget was reviewed for FY 2018 and approved by AACDC.

B. Recommendation Follow-Ups

The only changes were related to the following: the Recruitment/Retention Subcommittee is being reformed and will address exit surveys. Diversity training numbers will be pulled in the VPR and AABS offices for compliance determination and inclusion in the Diversity Accountability report.

The guide to promotion was discussed in depth. Dudley reported 48 people signed up but is checking to see how many really were present online. Droleskey noted that she attended and counted 22 who were in attendance in person. Dudley noted 10 returned surveys and that most were favorable although there may be a concern that the information could be more focused on Academic Affairs. Owen noted that he and AABS may be able to provide a joint seminar that focuses on promotions, reclassifications, and other such issues instead of doing the same program again or possibly jointly present with Sawtelle. Dudley will send Owen the link to the livestreamed version to review and this will be on a future agenda for further discussion.

IV. Reports from Subcommittee Liaisons

- 1.** Recruitment and Retention - Watson will send out the request for people to join the subcommittee. Owen has not reached out to Speed as yet about the committee.
- 2.** Mini-Grants - Watson asked the status of new information being loaded on the AACDC website so the call for proposals could go out. Droleskey apologized for having missed seeing this request and will send it out as soon as possible to get it on the website.
- 3.** Hiring Process Review Subcommittee - Droleskey reported that there is no status change. The report was submitted and we are still waiting for approval to proceed on recommendations.
- 4.** Idea Contest - Roueche-Herdman noted that the group is small but dedicated and meeting weekly. They are working on a logo and rubric to assess the two levels of judging: round 1, which will be overseen by the subcommittee and round 2, which will be overseen by external judges. They will need to expand the subcommittee in Spring and request new members. Watson suggested sending out one call for subcommittee members before the winter break so that three subcommittees can be populated: recruitment and retention, supervisor advisory, and idea subcommittee. AACDC agreed.
- 5.** Climate Survey – Although Piwonka was unable to attend, she sent in a written update. The subcommittee decided to conduct follow-up assessments to the various activities AACDC has embarked on over the last couple of years including Sawtelle’s recent presentation, the summer supervisor workshop, the required diversity training, and the mini-grant program. These follow-up assessments will be looking at the long-term impacts of these programs on the participants and/or what they learned from these experiences. This is being done in lieu of the traditional climate survey being conducted. So far they have had 10 people ask to serve on the subcommittee, so they feel it is possible to take on additional assessment projects. They are planning for their first meeting after Thanksgiving.

Next Meeting: November 15, 2017, 9 – 10:30 a.m. 8th Floor Rudder Tower