

**Minutes**  
**Academic Affairs Climate and Diversity Committee**  
**November 16, 2016, 9 – 10:30 a.m. Career Center Conference Room**

**Members Present:** Suzanne Droleskey, Arthur Watson, Mofie Thomas, Mario Rojo Del Busto

**Members Missing:** Rachelle Dudley Elizabeth Bledsoe, Annette Shenkir, Catherine Roueche-Herdman,

**I. Approval of Minutes** -- There were no minutes available yet from the Nov. 2 meeting, so those will be reviewed in December.

**II. Old Business**

**A. Accountability Report**

The report was reviewed and edits made to it by the members present. The revised version will be sent to AACDC and the liaison for the committee with red lettering to show the new segments for easy review. If no corrections are received by noon on the 22nd, it will be submitted to the Provost with all individual unit reports prior to the Thanksgiving holiday.

**B. Recommendation Follow-Up Chart Walk Through**

1. Career Ladder and Promotion Review (Fall 2015) (Rojo Del Busto) The group walked through this status chart and made edits based on what was known. Thomas will check into the status of a few items that AABS was working on.
2. Equity Matrix (Watson) -- This is tabled for the December meeting.
3. Standard Supervisory Training (Shenkir) – Shenkir was not present, but she had indicated her goal was to have a status update on this matter at the December meeting.

**III. New Business**

**A. Reports from Subcommittee Conveners**

1. Recruitment and Retention (Rojo Del Busto) Rojo Del Busto shared an e-mail he received from Human Resources indicating that it will be difficult to do the type of review that the subcommittee had envisioned. However, since the equity matrix will be updated and discussed in December, he will forward it to Watson for inclusion in the status information and it can be discussed at that time.
2. Mini-Grants (Watson) -- Watson said the new round is going well. There is \$1,600 available for distribution.
3. Hiring Process Review Subcommittee – Droleskey handed out a chart to show the number of files that were being considered by the subcommittee. She noted that it was going well and a sample of files were about to be reviewed. She and Thomas indicated that the subcommittee is working hard and expects to have a report in the early spring.

**B. Training funding for AACDC**

Droleskey reminded members that there is \$15,000 available for AACDC steering committee members to take advantage of training options because of their leadership roles. Last year only Droleskey and Watson made use of this. Droleskey encouraged all members to attend

the 2017 NCORE conference in Ft. Worth, Texas in May. She will send out an announcement related to this to members who were not able to be present today.

**Next Meetings: December 7, 2016, 9 – 10:30 a.m. Career Center Conference Room**