

Minutes
Academic Affairs Climate and Diversity Committee
November 2, 2016, 9 – 10:30 a.m. Career Center Conference Room

Members Present: Suzanne Droleskey, Arthur Watson, Elizabeth Bledsoe, Mofie Thomas, Annette Shenkir, Catherine Roueche-Herdman, Mario Rojo Del Busto

Members Missing: Rachelle Dudley

Previous meeting minutes approved by Catherine Roueche-Herdman, Annette Shenkir seconded.

II. Announcements

Arthur Watson and Suzanne Droleskey reported that Joe Pettibon was happy with the progress made by AACDC, keep up the good work!

Bill McGlothlin from AABS asked that we share information hosted on the AABS website “Compensation Program Tool for Supervisors” and “University Level Awards”. Please share this information with your groups. AACDC created the University Level Awards information for the Supervisor meeting, so we do not need to keep the information on our website. AABS will keep it up to date.

III. Old Business

A. Accountability Report

Questions from the committee included the following: Where did the data come from? Why did the Benchmarking subcommittee remove two of the peers? Due to the lack of response from the universities contacted, the subcommittee attempted to obtain the information from their websites. Upon review of this information, it was decided the data could not be reasonably compared to TAMU. In future years, we should require DARS to provide benchmarking data. They are the experts and have access to the information through IPEDS

Information provided by Dudley and the Benchmarking group in January about strategies was very useful; members indicated that they used it for their accountability reports.

Droleskey and Watson indicated that the DOC said we should use the benchmarking data that makes sense for your each unit. Not all units will use the same data comparisons or strategies in their reports. Droleskey provided several strategy options to consider for the division level report. These were discussed, selected and edited.

Timeline for accountability reports was reviewed. Members agreed to have information to Droleskey for the rolled up report by Monday, November 7th. Report to Joe Pettibon – noon on November 11th.

B. Mediation Training

Watson reported that there are 20 participants and it started today.

C. Recommendation Follow Ups

Rojo Del Busto will have the review of the Career Ladder and Promotion/Review follow up chart available for the next meeting. Watson will have the Equity Matrix updated for the December meeting.

- D. Red Flag Report: This was reviewed and suggestions made for final version. The report will be reviewed at the December AACDC meeting.

IV. Subcommittee Reports

- Recruitment and Retention – Rojo Del Busto is reconnecting with Human Resources on this issue
- Benchmarking – already discussed in accountability conversation
- Mini-Grants – Watson reported that the next call has gone out
- Hiring Process Review – tabled until next meeting owing to time constraints
- Idea Contest – tabled until next meeting owing to time constraints