

Academic Affairs Climate and Diversity Committee
October 4, 2017, 9 – 10:30 a.m. 8th Floor Rudder Conference Room

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

- I. **Approval of Minutes** (Watson) – Roueche-Herdman motioned to approve, Piwonka seconded. Minutes were approved as written.

- II. **Announcements** (Droleskey)
 - A. New Members: Cynthia Burdick, Tom Owen; these are the additional members representing VPR and Academic Services.
 - B. AACDC Website Updates and URL “aacdc.tamu.edu” - Some links are not working right. Have a request in to update links and documents. Aacdc.tamu.edu link has been fixed.
 - C. NCORE Seminar Series – finishes this month - lots of people are listing via livestream. Office of Diversity is happy with the attendance numbers. Next one is October 5th. Special thanks to Thomas, Shenkir, and Watson who volunteered to host sessions on behalf of AACDC.
 - D. Deadlines for Accountability Report: Oct. 20 due to you; Nov. 2 yours due to Droleskey
 - E. Try to attend candidate for AP-VP Diversity candidates forums

- III. **Old Business**
 - A. **Budget** (Watson)
 1. Review draft budget for FY 2018 – Handout was given that shows the budget that was given to AACDC by the Provost office. Supervisor meeting budget may need to be increased and the extra will come from the activities budget. Review of all the categories and what the funds are intended for. If you are planning something that may need funding for a lunch activity, give information about budget to Watson. Watson to ask AABS to send list of AACDC expenses for FY17. The committee went over NCORE 2017 expenses. Questions discussed included the following: How can we be more transparent about activities? Should we change any budget categories? Does steering committee budget for training need to be \$15,000? We have not used that much in the past. There was agreement that the mediation budget needs to be increased. \$2,500 from activities moved to mediation budget. All approved budget with changes.

 - B. **Recommendation Follow-Ups**
 1. Career Ladder and Promotion Review (Fall 2015)
 - i. Exit survey (Recruitment/Retention Subcommittee) – Watson reported a new chair for the Recruitment/Retention Subcommittee has been found. Kathleen Speed from ASC will take over what needs to be done. She has already met with Droleskey and Watson to discuss committee tasks. She already has ideas and will send a call out for committee members soon. She requested someone with supervisor and HR experience be a member. Tom Owen has volunteered to be that person.
 - ii. ALT Liaison submitted Red Flag Report to Provost- on HOLD
 2. Climate Survey 2012 (Thomas)
 - i. Status of Standard Supervisory Training recommendation implementation – Brandy Kosh will start working on this in the spring after Workday implementation.

- ii. AACDC has recommended starting in Sept. 2018, with announcement to supervisors at division meeting in summer 2018.
- 3. Climate Survey 2014
 - i. Thomas and Shenkir – October – Diversity inclusion course – Roueche-Herdman brought questions for the committee to discuss. Student workers do not have to take the training but can if the supervisor decided to assign them that task. AABS started assigning training to new employees then stopped while the training was being updated. AABS was given word to start assigning that again and try and go back and assign training to those that were missed. New completion date Oct 31. Shenkir will forward her announcement that may be able to be used as a draft to be sent out from AACDC to clarify answers to questions that have come in.
 - ii. Dudley -- Guide to promotion – Oct. 12, noon – 1 p.m., Rudder 510. This has been arranged and advertised. Over 25 people were signed up already.

C. Biannual Supervisor Meeting (Watson)- Watson will start committee in January to answer these questions

- 1. Select dates – July?
- 2. Supervisor survey?
- 3. Content for the day?
- 4. Possible training program?

IV. New Business

D. Reports from Subcommittee Conveners

- 1. Recruitment and Retention – New chair taking over as already discussed. Tom Owen will serve as AACDC connection point.
- 2. Mini-Grants (Watson) Kristen Harper will no longer be able to chair this. A new chair has been suggested. A call for new members will go out. Will check with past recipients of mini grant to ask them if they want to become a member first.
- 3. Hiring Process Review Subcommittee (Droleskey) – Report waiting for approval by ALT
- 4. Idea Contest (Roueche-Herdman) Committee meeting this week will report next month
- 5. Climate Survey (Piwonka) – Dorsey, chair, has a working meeting this week. VPR will send Piwonka data to be included.

E. Short Report for Dr. Fierke – Watson has sent liaison report to share on key duties/initiatives.

F. Next Meetings: **November 1 and 15, 2017, 9 – 10:30 a.m. 8th Floor Rudder Tower**