

Minutes Academic Affairs Climate and Diversity Committee
September 2, 2015 9 a.m. – 10:30 a.m.
Career Center Conference Room

Present: Elizabeth Bledsoe, Suzanne Droleskey, Mario Rojo Del Busto, Arthur Watson

Not Present: Mike Caudle, Rachelle Dudley, Gib Sawtelle, Annette Shenkir

I. Approval of August Minutes – The minutes were reviewed, and approved.

II. Announcements

Watson reminded staff about the Understanding Injustice (Enhancing Diversity Seminar Series) program taking place on Wednesday, September 30, and noted he would forward the announcement to the committee.

III. Old Business

A. Droleskey asked members to review a new version of the Diversity Progress Award Recommendations. These need to be shared with the ALT liaison. She will send this out via e-mail and requested that any revisions be sent by Monday. They need to focus on budgeted or one-time items.

IV. New Business

A. Reports from Subcommittee Conveners

- a. Benchmarking – Dudley shared a lengthy report of compiled information from benchmark institutions about what they are doing for diversity initiatives. She walked members through highlights, making comparisons between what Texas A&M was doing that was similar to others and what others did that may provide an opportunity for Texas A&M. AACDC asked Dudley to create a one page executive summary with the key points she had made so this report can be shared with others.
- b. Climate Survey – Turner indicated that there had been difficulties with the quantitative analysis and that she was going to have to start again with another graduate student. The executive summary is completed except for information about the qualitative analysis. Turner asked for names for a review group who could be brought together with facilitators to review these data and build a series of recommendations for ALT to consider. She asked that these be e-mailed to her within the next 1.5 weeks.
- c. Mini-Grants – Watson indicated that the call for proposals would go out next week for the second round of mini-grants and indicated that 2 lunch sessions were planned to work with people who were interested in writing grants. Droleskey suggested using snacks and beverages and said there were some left from the sessions for the accountability report.

- d. Recruitment/Retention -- there was no report available because Rojo Del Busto was not present.
- e. Recognition and Appreciation – Droleskey noted that the group may return its report in a few weeks. She mentioned that there were recommendations to change the Tradition of Excellence Awards in particular. But that there are also summary observations about other elements that the committee has no control over, but felt it was important to report on. For example, they reviewed information related to Years of Service, but don't have responsibility for this. Therefore they are making observations about the issues surrounding this vs. recommendations.

B. Accountability Report Issues (Droleskey and Watson)

Droleskey reported that about 30 people attended the 2 meetings held to discuss the accountability reporting and how to facilitate reporting using the new format. It seemed very successful. Watson reported that there was no decision yet on whether Undergraduate Studies should report on GEST majors. Droleskey reminded members to check their calendars for the dates to submit the reports to her for initial completion.

V. Next Meeting: October 7, 2015, 9 – 10:30 a.m.

The Career Center Conference Room is still available for meetings, and members agreed it is a good central location if it remains available. Droleskey volunteered to take the September minutes and asked that someone volunteer to take the October minutes.