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Faculty Diversity, Development, and Equity Committee Agenda, October 9, 2012

Utah State University

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Recommended Citation

Utah State University, "Faculty Diversity, Development, and Equity Committee Agenda, October 9, 2012" (2012). *Faculty Diversity, Development, and Equity Committee*. Paper 10.

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FDDE Agenda

10/9/2012

Merrill-Cazier Library, 1:00 to 2:00 p. m., Rm. 208

Decision Items:

1. Approval of Minutes, 9/11/12

Discussion Items:

- 1) Janis Boettinger, Vice Provost will join us to discuss:
 - a) IDEA ramifications for faculty & diversity ([IDEA web links: http://www.usu.edu/provost/faculty/development/instructional_excellence/2012-2013/IDEA_Course_Evaluation/](http://www.usu.edu/provost/faculty/development/instructional_excellence/2012-2013/IDEA_Course_Evaluation/))
 - b) FDDE's role concerning diversity statistics* and their implications for USU
- *See USU-Faculty diversity-statistics 2011 FacultySenateReport.pdf attached to email & data tables below:

Peer Institutions Diversity Offices:

Peer Institution:	Diversity Position	Notes:
Colorado State University	Vice President for Diversity	8-Diversity Committees
Kansas State University	Associate Provost for Diversity	Strategic Plan for Diversity, 2008-2013, 2012 Diversity Report
Montana State University	Diversity Awareness Office	Montana University System, Diversity Report, 2007
New Mexico State University	Executive Vice President and Provost	List of Diversity Resources available at NMSU
Oregon State University	Office of Equity and Inclusion	merger of 3 offices: Affirmative Action and Equal Opportunity, Community and Diversity, Women's Advancement and Gender Equity EQUITY AND INCLUSION SELF-STUDY - 2011 to present
University of Idaho	President's Diversity Council w/ 5 Subcommittees	Committee on Faculty Recruitment & Retention -plus 5 other subcommittees addressing diversity across the campus
University of Nebraska-Lincoln	Office of Equity, Access and Diversity Programs (EADP)	jurisdiction of the office includes oversight and support in meeting many of the federal and state regulatory mandates of the campus. resources are also directed to working with the campus community to go beyond the minimum legal requirement. 5-year plan 1998-2013
University of Nevada-Reno	Center for Student Cultural Diversity	Student centric. 2011 Annual report on diversity among students by university, college, and departments.
University of Wyoming	Office of Diversity	
Washington State University	Office of Equity and Diversity	Strategic Plan but links did not work. Faculty and staff recently formed new group called the Association for Diversity -

Faculty Diversity - Inter-mountain West - Institutions w/ > 300 FT Faculty:

Institution	White	Black	Hispanic	American Indian	TOTAL	% Black	% Hispanic	American Indian	% Minority
Montana State U.	783	0	1	5	979	0.0	0.1	0.5	0.6
Idaho State U.	724	2	9	4	789	0.3	1.1	0.5	1.9
Utah State U.	689	0	18	2	810	0.0	2.2	0.2	2.5
U. Wyoming	817	9	14	7	1,083	0.8	1.3	0.6	2.8
U. Idaho	709	3	14	7	854	0.4	1.6	0.8	2.8
U. Montana	757	4	11	10	841	0.5	1.3	1.2	3.0
U. Utah	2,423	27	71	11	3,423	0.8	2.1	0.3	3.2
Boise State U.	1,033	8	25	7	1,129	0.7	2.2	0.6	3.5
Colorado State	1,238	14	53	8	1,565	0.9	3.4	0.5	4.8
U. Nebraska, Lincoln	1,559	36	46	11	1,940	1.9	2.4	0.6	4.8
U. Nevada, Reno	880	16	30	5	1,047	1.5	2.9	0.5	4.9
U. Colorado	2,533	40	120	11	3,333	1.2	3.6	0.3	5.1
U. Arizona	2,095	41	163	27	2,805	1.5	5.8	1	8.2
Arizona State	1,624	43	139	25	2,160	2	6.4	1.2	9.6
U. Nevada, Las Vegas	1,264	77	87	8	1,707	4.5	5.1	0.5	10.1
New Mexico State U.	550	8	108	9	961	0.8	11.2	0.9	13.0
U. New Mexico	1,920	40	278	49	2,648	1.5	10.5	1.9	13.9

Race and ethnicity of faculty members at degree-granting institutions that have 300 or more full-time faculty members. Adapted from The Chronicle of Higher Education, October 16, 2009,

2) Recruitment Interview Support Team:

Need to discuss:

- Proposal
- History
- Mission

Proposal:

The Recruitment Interview Support Team (RIST) would consist of two FDDE members. ~~and one faculty member from each college and satellite campuses.~~ The purpose of the support team would be to provide, at the request of Department Head and/or hiring committee chairpersons, two members to meet with incoming interviewing candidates to answer in an “off-the-record” confidential mode, general questions about living and working in Cache Valley.

History of RIST:

Chris Neal proposed a SERT (Science & Engineering Recruiting Team) like task force as a part of FDDE's 2011 Annual Report to the Faculty Senate Executive Committee (FSEC). The ADVANCE SERT (Advance was a NSF Program funded to support the advancement of women in the sciences) program did this but was dropped when funding for [ADVANCE](http://digitalcommons.usu.edu/advance/) < <http://digitalcommons.usu.edu/advance/>> expired. FDDE was started to keep the work of ADVANCE moving forward.

RIST Mission:

- Make information about families, community, and support options available to all candidates
- Making a diversity advocate available to all hiring committees.
- Offer all incoming candidates information on whom to contact and discuss any special requirements or circumstances, such as the need for partner job assistance or disability accommodation, education, and family life here in Cache Valley.

Need to Develop:

- Publicity brochure/flyer
- RIST contact information and roster
- Feed back form for each person RIST meets

Next Meeting:

Tuesday, Nov. 13, Merrill-Cazier Library.

Rm. 208.

1:00 to 2:00 p. m.