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Faculty Diversity, Development, and Equity Committee Agenda, September 11, 2012

Utah State University

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Recommended Citation

Utah State University, "Faculty Diversity, Development, and Equity Committee Agenda, September 11, 2012" (2012). *Faculty Diversity, Development, and Equity Committee*. Paper 11.

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FDDE Agenda
9/11/12
Merrill-Cazier Library
1:00 to 2:00 p. m. Rm. 208

Decision Items:

1. Need someone to take minutes
2. Need someone to track and update Diversity Statistics from the [Office of Analysis, Assessment and Accreditation](#)
3. Can FDDE members appoint delegates to attend meeting in their absence

Discussion Items:

1. FDDE Goals for 2012-2012:
 - Implement revised SERT (Science & Engineering Recruiting Team) program
 - " Discussion about the possibility the FDDE could assume the role of speaking with potential hires concerning life in Cache Valley. The ADVANCE SERT program handled this but was dropped when funding for [ADVANCE](#) stopped. Ryan DuPont was involved via SERT and is a good resource for past performance. SERT was funded by Advance and FDDE was started to keep the work of ADVANCE moving forward. Large number of candidates could be an issue if too great for the committee to handle, and we would have to explore different options. RCDE sees a real need for candidates concerning how to deal with home campus and the Logan campus." *From FDDE final report, 4/16/2012. [Faculty Senate Executive Committee Minutes](#).*
 - Ideas?
 - o Work with Center for Women & Gender - SERT is something they are aware of and support
 - o Work with search committees
 - o Flyers explaining SERT role and opportunity
 - o Need to change SERT name & keep SERT informative and current
 - o Colleges to draw members from
 - o Consist of FDDE members, pool of selected faculty among colleges, and satellite campuses
 - o To provide, at the request of department Head and/or hiring committee chairpersons, one or 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.
 - Graduate Student Waiver data from each college in order to develop potential impacts on each department and the future development of faculty members. Impacts will vary widely by department.
 - o Number of foreign students

- Number of out-of-state student
- Note percentage of women Assistant Faculty and their movement into the ranks of associate faculty
- IDEA Issues, problems or concerns
 - <http://www.usu.edu/fsenate/>
- Coordinate with Youth Discovery Program to assist with moving young Latinos to USU
- Invite Faculty Senate representative or perhaps Janis Boettinger to attend next meeting and gage support for FDDE initiatives
- Monthly meeting time

Resources:

- Provost's Office -
 - [Comprehensive Listing of Diversity Resources at Utah State University](#)
 - [Advance Digital Archive](#)
 - [FDDE Faculty Senate Executive Committee Minutes April 2012.](#)