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9-10-2015

## Faculty Diversity, Development, and Equity Committee Minutes, September 10, 2015

Utah State University

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**FDDE**  
**September 10, 2015- 3:00-4pm**  
**Location DE: 005**  
**Minutes**

Attending:

Juan Villalba, Helga Van Miegroet, Nancy Huntly, Man-Keun Kim, Justen Smith, Jennifer Truschka, Christopher Johnson, Britt Fagerheim, Cinthya Saavedra

- Purpose of FDDE
- Report due dates: February 2<sup>nd</sup> to Joan Kleinke, February 16<sup>th</sup> to Executive Committee; March 14<sup>th</sup> to Faculty Senate
- Helga Update: data from AAA, Michael Torrens.
  - Working with Michael to stream line visualization of data for annual FDDE report to FS on faculty distribution by race, gender and rank – with the summarized availability data from AA/EO (HVM provided AAA with the data we used in last year’s report)
  - Based on discussion in summer, AAA produced visualization based on 2014 Census of aggregate data by gender and college of time to tenure & promotion to associate and time to promotion to full ; no college breakout for race was possible.
  - AAA provided a visualization on Retention of cohorts of new hires between 2008-2014 benchmark dates by race and gender across ranks and, academic units, etc.
  - We will continue to work with AAA to get more in depth data of hires, and retention between 2008 and 2014 by rank, race and gender
  - 2015 Census data will be updated in December
  - Issue/concern: we present report to faculty senate but what it is not clear is how accessible it is to faculty at-large. What happens with this report? How can we make it available/ accessible to faculty at large (e.g., for use in proposals)
    - Suggestion: talk to Janis Boettinger; Ronda Callister?
  -
- Items pending from 2014-2015 report:
  - Welcome Plus- (Britt) – part of the ADVANCE grant- as a resource for job candidates to meet with someone outside the committee to ask question pertaining life in Cache Valley (race, atmosphere, religion etc.)- --Maybe Janis could be brought to the conversation about involving Provost office? This is too large endeavor for FDDE.
    - Questions to think about: Do we not attract or interview diverse pools? Do we need to embark on a needs assessment?
    - Could HR would have this data?
  - Do we want to follow us with the Faculty Climate/Satisfaction Survey (if Diversity Council takes lead).
  - Do we want to follow up with the Candidate and Exit Interviews (With Faculty/Staff Recruitment/Retention Subcommittee)-We discussed that both of these cannot be executed by FDDE.

- Discussion: Mentoring/Advocacy—we do not have an venue or an office where faculty discuss their concerns. Maybe ask FS president, Ronda Callister.
- **Schedule for rest of 2015 meetings.**
  - **Oct 8; Nov 12; Dec 10**