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Faculty Diversity, Development and Equity Committee meeting

April 16, 2015

Members attending: Christopher Johnson, Helga Van Miegroet, Britt Fagerheim, Connie Woxland, Juan Villalba, Cinthya Saavedra, Zsolt Ugray and Jennifer Truschka

Agenda:

1. Item we want to add to the report next year.
2. Any "new" wish list items that we want Michael Torrens to help us with
3. How to make the data be more automated
4. Other projects we would like to work on

Report

- We discussed the need to obtain start dates and departure dates, in addition to promotion dates. Any departure dates are particularly important.
- We need to collect leadership information (gender and ethnicity), or investigate again if we can get any information below the Assoc. Dean level from AAA. Helga collected leadership (Department Heads) information for STEM, and Britt will ask a student worker in the library to pull this information together for other departments.
- We discussed privacy issues for longitudinal tracking and how to avoid any problems
- We might want to keep the report date for Faculty Senate for March, in order to have time throughout the year to pull together and interpret the data, and make recommendations. **Cinthya will follow up with John Kleinke and Ronda Callister (incoming FS President).**
- **Cinthya and Helga will meet with Michael in June** to discuss the additional data points we hope to collect from AAA

Other projects

- We discussed the Welcome Plus program, in particular:
- What will the requirement of the committee?
- In order to make an informed decision about how much work will be required for Welcome Plus, we need to know how many faculty searches are conducted each year. Britt contacted HR, and **71 searches were completed and filled in 2014.**
- Do other university have similar programs?
- Can we review the CERT/Advance report? Helga has a copy of the report.