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## Faculty Diversity, Development, and Equity Committee Minutes, October 23, 2014

Utah State University

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## **Faculty Diversity, Development and Equity Committee Meeting**

October 23, 2014

Distance Education 203 & Broadcast locations

- Members in attendance: Britt Fagerheim, Jim Rogers, Christopher Johnson, Martha Archuleta, Clark Israelsen, Helga Van Miegroet, Cinthya Saavedra, Connie Woxland, and Juan Villalba. Meeting was recorded.
- Minutes from September approved

### Faculty Satisfaction Surveys

- Cinthya has been emailing with Ronda and Michael Torrens about the HERI (Higher Education Research Institute). There was a faculty satisfaction survey in 2011 and in 2003. The 2003 survey had had a low response rate which. The survey in 2011 has not been analyzed. Cinthya will investigate if we can see that raw data.
- A faculty satisfaction survey was also completed in 2102 by HR. The results were distributed to the Deans of each college. Britt will investigate with Nicole Vouvalis (Diversity Council) whether we can access any aggregated results. FDDE could advocate for dissemination of a summary of the results if percentages are not available.

### Diversity Council

- Britt is a member of the Diversity Council (which is a university wide committee in partnership with FDDE - which focuses on faculty – see Diversity Council website for more information) that did a survey in 2012 on faculty satisfaction. This survey was released only to the Deans
- – we would like access to the information although it may not be flattering.
- A subset of Diversity Council is doing a survey about diversity issues on campus including resources, satisfaction etc. The survey for students is soon to be underway, survey for faculty planned.
- Subset has not planned meeting time – after meeting Britt will report and discuss how FDDE can be involved
- Diversity Council is highly supportive of Welcome Plus.

### Exit Interviews

- FDDE would like to know why faculty leave USU and if there is something we could do to prevent it. Are exit interview mandatory? Where would that information be? Britt will follow up with HR.

### Report inclusions (aka Wish List):

- Would we have access to HERI or survey results information from peer institutions to put the survey results in context? Michael Torrens would know. Cynthia will ask.
- Data about who was hired at various levels, data about Assistant, Associate and Full faculty members.
- Data about gender and ethnicity (concern about intersection – individuals may be identifiable)
- percentage of tenure track faculty who have left and why?
- numbers of hires at USU vs. people in the country who have ph.D in those fields (available field)
- highlight big changes: on pg 8 of 2013 report - top graph. 114% changes in female faculty. That department started with two women 20 years ago and now have nearly 20 so it is a real increase.
- Can USU implement a systematic way to track these changes on a continual basis? Then FDDE could focus on recommendations instead of gathering data.
- Go back to 2008 (or when the computerized system was implemented) to include all changes - note: FDDE must be aware that the census changes in 2012 for race and ethnicity will affect any historical view we take on this dataset.
- Look at diversity in leadership roles
- Look at campus climate - according to the literature when a department reaches 20% minorities the token status is lost (source?) that is not the case here at USU, why is that?
- Cynthia will head a subgroup of FDDE to look at these numbers specifically. Subgroup includes: Cynthia, Britt, Helga, Connie and Jim (on an as needed basis).

### Closing:

- Report is due to Exec Council on January 20, 2015. FDDE will continue to work until next meeting (November 20th, 2014) via email.
- Will wait to begin work on Welcome Plus until after report is finished