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Faculty Diversity, Development, and Equity Committee Minutes, March 5, 2013

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FDDE Committee
Meeting Notes
March 5, 2013

Attendees: Alison Cook, Ron Patterson, Helga Van Miegroet, Nancy Huntly, Lucy Delgadillo, Virginia Exton (by speaker phone) and Kevin Brewer

1) FDDE Annual Statistics:

Each year FDDE submits an annual report to the Faculty Senate of data compiled by the *Office of Analysis, Assessment and Accreditation (AAA)* and to report to the faculty senate on faculty diversity and equity at USU. FDDE thinks that the available data is not adequate to do substantive analysis and to track the issues we want to explore i.e., gender and time to full professorship because:

- a) Data only goes back to 2007
- b) Data eliminates anyone who leaves - whether because they were denied tenure or they just decide to leave - so you can't track peoples movement through the ranks who have left
- c) And to the extent we can track people who are here we (need to check with AAA) can't see the data because there are so few people in some of the groups we're interested in, as they would be personally identifiable.
- d) All FDDE can do is look at a particular year's standing numbers of people of different gender, ethnicity, and rank.

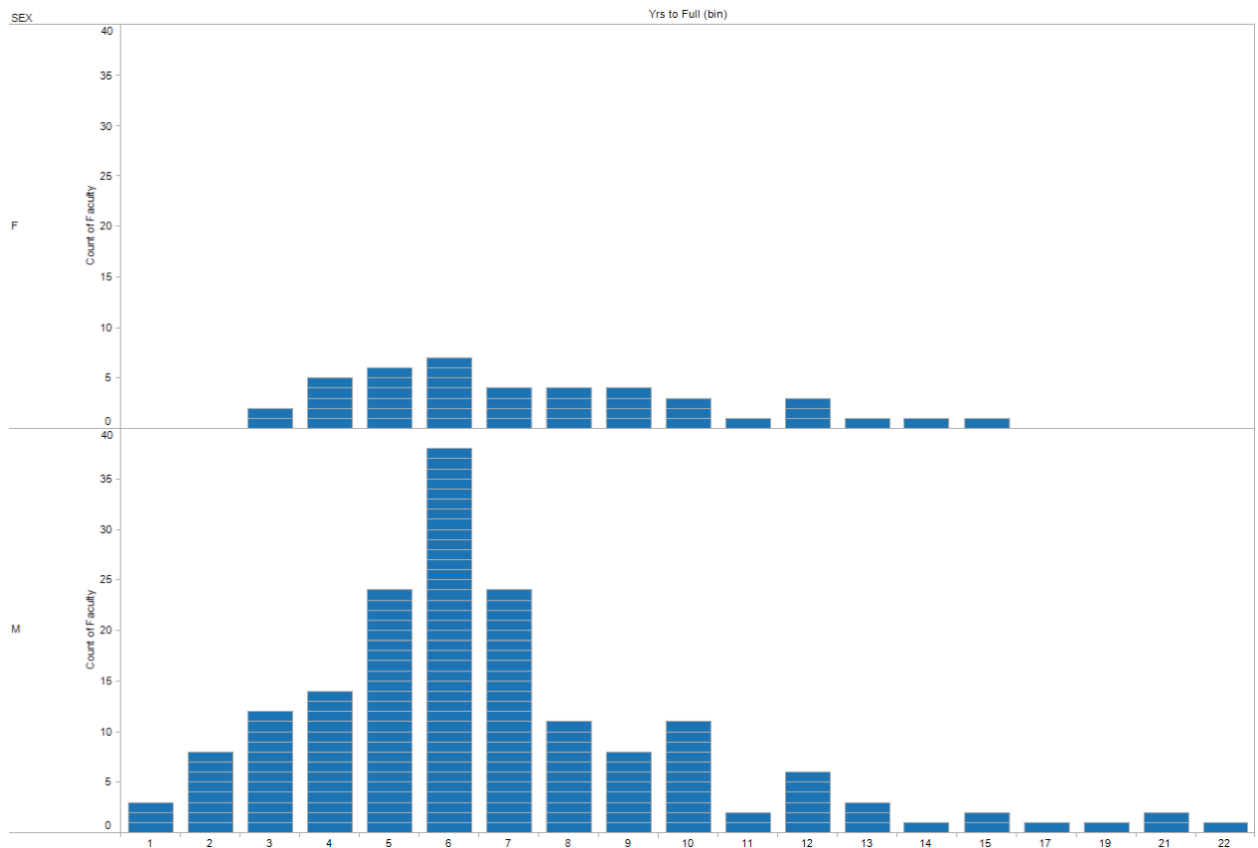
As a result of the factors listed above, it becomes impossible for FDDE to take a close look at whether the University is improving its record of recruiting and retaining a diverse faculty body. The data set is a real handicap for tracking and accomplishing FDDE's duties as described by the Faculty Senate.

2) AAA data:

FDDE received data on women and men at different career steps over a number of years and from this we could see the number of years it took to achieve promotion to the next rank (associate to full professor). If plotted out on bar diagrams you can't see much - there aren't a lot of numbers and not much variation. But when plotted as a cumulative distribution function you see that women consistently take longer to move to full professor. It take thirteen years until women reached the highest rank versus their male counter parts some of whom reach the rank of full within 2 or 3 years after associate. There is a lot of confusion on campus as to when is the earliest an associate professor can go up to full professor. The P&T process is very clear and transparent whereas there is general confusion and miscommunication on the timing and process of promotion to full. The Faculty Code does not state when an associate professor can begin the process to Full. FDDE wants to make sure everyone gets the same career development opportunities in all departments and believes there is a need to codify when faculty are eligible to assemble a committee and pursue advancement to full.

Another data problem is that AAA does not track faculty who have left so we don't know how accurately the data reflects the whole pool. It might be beneficial for the University to track those who leave so we have a more complete picture.

- Can we get data for each individual who moved to the rank of full professor and when (how many years it took) at the University level rather than broken down by college because the numbers are so small we lose the ability to compare.
- Can we get data on who was hired at the various levels - Assistant, Associate, or Full and their advancement through the ranks.
- Can we sort out those that started at USU at the Associate level (and Full Level) and those associates that were promoted to full by gender and the number of years until promotion to full. This data hasn't been looked at so far and as incomplete as it is, it is a powerful indication of the state of promotion at USU.
- Need the underlying data for the histogram seen below so we can plot total male and female and cumulative male and female. Having this data at the college level would be useful to identify issues but we realize this may not be practical.



3) Equity and RCDE Faculty:

Vinnie Exton and Janis Boettinger are working to address members of the RCDE faculty have expressed concerns over the promotion path to full professor. No

RCDE professors are full professors, unless grandfathered in. This remains a concern for RCDE as a whole and specifically for the faculty who have been hired in the last 5-years who have role statements that are 70% teaching and 20% research. Issues expressed were concerns and confusion over the requirements necessary for promotion to full:

- a) Section 405.2.2 - 2.5 of the faculty code defines expectations for advancement from associate to full
 - i) Section 405.2.4 states; " In addition to the criteria for promotion to associate professor, i.e., evidence of excellence in the major emphasis of his or her role statement and effectiveness of all other professional domains (section 405.2.2), promotion to the rank of professor shall require an outstanding reputation in at least the major emphasis as defined in the role statement. Excellence is measured by standards for professors within the national professional peer group."

Discussion followed that faculty going up to full can't just publish in their content area but need to branch out and share pedagogy about how to teach the skills and literacy of their discipline. The issue of excellence in teaching is not "I get good evaluations" but can be expressed as a portfolio that can include teaching, pedagogy, approaches that are being adopted elsewhere, mentorship, directorship, and programs - all can be folded under the excellence in teaching. It is the candidate's responsibility to make a convincing argument that they have a full packet that shows they have reached a level of excellence within their peer group.

4) **Welcome Plus:**

BrandE Faupell has suggested WP use the PeopleAdmin < <https://jobs.usu.edu> > applicant tracking system to alert faculty search committee chairs about Welcome Plus. Additionally, The office of Human Resources may be able to track training via their Ims system.

5) **Welcome Plus Training:**

It was agreed that WP members must adhere to AA/EO guidelines as to what is and is not appropriate to ask faculty candidates as part of a search. Kevin will reach out to AA/EO and HR to see what is and is not appropriate. One way to handle the potentially awkward hiring rules is for Welcome Plus members not to ask questions and that WP members would only respond to candidate's questions. Welcome Plus exists outside the search committee and the candidates who choose meet with WP have the liberty to discuss anything but WP members do not have the liberty to ask questions that are not legal job interview questions. WP members must remain within the guidelines of the legal criteria of a job interview. We have to make sure we don't ask or do anything that puts the University in the position of having violated AA/EO rules for hiring. Our predecessor, the SERT program, had the following rules; "*Don't Ask Candidates Questions*" except the first and only question; "*Do You Have Anything You Want to Discuss With Us?*"

How do we respond to questions and what resources are available to answer candidate's questions is critical to how we help candidates decide to choose to live in Cache Valley. WP must project a consistent, welcoming, and positive outlook to help the candidate choose to live here. We need to develop a packet of resources that each WP member can access and share with candidates.

FDDE's goal is to have Welcome Plus up and running for the fall semester populated with FDDE current and former volunteers and by faculty members across campus. Have a call for volunteers at the departmental retreats in August.

RCDE and Extension is presently beyond the prevue of WP except when searches are done on the USU main campus. FDDE will have to continue to monitor off-campus searches for WP opportunities