

Utah State University

DigitalCommons@USU

---

Faculty Diversity, Development, and Equity  
Committee

Faculty Senate

---

2-5-2013

## Faculty Diversity, Development, and Equity Committee Minutes, February 5, 2013

Utah State University

Follow this and additional works at: [https://digitalcommons.usu.edu/fs\\_fdde](https://digitalcommons.usu.edu/fs_fdde)

---

### Recommended Citation

Utah State University, "Faculty Diversity, Development, and Equity Committee Minutes, February 5, 2013" (2013). *Faculty Diversity, Development, and Equity Committee*. Paper 18.

[https://digitalcommons.usu.edu/fs\\_fdde/18](https://digitalcommons.usu.edu/fs_fdde/18)

This Minutes is brought to you for free and open access by the Faculty Senate at DigitalCommons@USU. It has been accepted for inclusion in Faculty Diversity, Development, and Equity Committee by an authorized administrator of DigitalCommons@USU. For more information, please contact [digitalcommons@usu.edu](mailto:digitalcommons@usu.edu).



FDDE Committee  
Meeting Notes  
Feb. 5, 2013

**Attendees:** Troy Beckert, Helga Van Miegroet, Kevin, Lucy, and Virginia Exton (over speaker phone)

**Statistics:**

Email Michael Torrens about availability of stats

The data we're looking for:

1. Retention:
  - a. Are we losing percentages of women/Hispanics?
  - b. % Stay
  - c. % Leave
  - d. % Promote
2. Associate to Full Professor by gender:
  - a. Years to full w/ 2012 data
  - b. Looked like that about 13 years after tenure women reach full at about the same rate as men
  - c. Some male professors reach full 2 or 3 years after they reach associate
3. Continuity w/ previous FDDE Statistical Reports
  - a. Faculty Gender by Tenure Status by College, (data derived from AAA raw numbers in Appendix 2)
  - b. Percentage of Women Faculty by College (all ranks)
  - c. Raw Data from AAA Office detailing Faculty Rank and Gender by College
  - d. Raw Data from the USU AAA Office, Faculty Gender by College (all ranks)
  - e. Faculty Race by Tenure Status Compared with National Availability
  - f. Comparison of USU Faculty Racial Background to Other Demographic Groups
  - g. USU AAA Office Raw Data Detailing USU Faculty Race and Rank by College
  - h. USU AAA Office Raw Data Detailing USU Faculty Race by College (all ranks)
4. Limiting factors:
  - a. Data starts in 2007 and runs to 2012. 2006 data is available and Michael Torrens indicated that it is unreliable.

## Implementation Issues - Welcome Plus:

New Hires - Benefit-Eligible (All Faculty Ranks)							
Year:	2006	2007	2008	2009	2010	2011	2012
Total:	54	73	90	49	65	78	95

### 1. Staffing WP:

- a. Who populates WP task force?
  - i. Current and former members of FDDE committee willing to serve on WP
  - ii. Work with Janis Boettinger to identify additional members (volunteers) - FDDE cannot do it all
- b. WP participants would need to meet once/year
- c. Need to train WP members
  - i. In terms of training wp members, once we have an lms system, it could sit behind that and you could see who did the training, when, if a test is involved did they pass.... Your committee should be thinking of what that training consists of, so it is ready as soon as the lms is available. (*from BrandE Faupell*)
- d. Two WP members to meet with each candidate;
  - i. One WP member coming from the FDDE Committee
  - ii. Neither WP member can be from same College as candidate
  - iii. WP members only address Cache Valley Community issues
  - iv. Focus is on social support systems within the valley i.e., schools, local and community organizations and family support groups.
  - v. Facilitate connecting candidates with relevant valley resources
- e. Create a packet for search committees to give to each candidate highlighting Cache Valley community resources

### 2. Getting WP on Hiring Committees' Agenda:

- a. Faculty search committees need to be aware from the outset that WP is available for each candidate
  - i. *PeopleAdmin* applicant tracking system to alert search chairs about this. Let me (*BrandE Faupell*) ask around about this as an option.
- b. Include WP information when Affirmative Action/Equal Opportunity (AA/EO) office meets with hiring committee
- c. That each candidate is given the opportunity to meet with WP as part of the interview-day schedule
- d. Candidate can choose to meet with WP if they desire
- e. WP would only meet with candidates who request a meeting

### 3. Feedback:

- a. Need instrument to track each person WP meets with (paper, email, or web instrument) and gauge how we are doing and what we can do better or need to change
- b. Troy Beckert volunteered to develop feedback survey

### **Faculty Senate Open Discussion:**

Glen McEvoy (last year's FS president) and Renee Galliher (current FS President) held an open discussion on changing the size of the FS and/or possibly the size FS Standing Committees.

### **Reduction of Standing Committees Size:**

1. Serious concerns with committee not reaching a quorum
  - a. FDDE has only had a quorum once this year
  - b. Smaller is better for managing meeting
    - i. Change RCDE member so he/she reports to both RCDE and CEU Eastern/Blanding
  - c. Do not need to have the three Faculty Senators on each standing committee
    - i. Chair of each standing committee represents committee at the Faculty Senate
    - ii. Need alternative chair in case chair can not make FS meetings
  - d. Limit standing committee membership to 10 people
    - i. Drop membership to 10
    - ii. Make five members active, each with an alternate
    - iii. The five alternates come from the faculty senate?
    - iv. Four active members alternate between colleges and fifth member represent RCDE (and CEU Eastern/Blanding and Extension?)
2. Lack of recognition for Faculty Service:
  - a. Faculty need to focus on what the Faculty Code states is critical to attain P&T
  - b. Lack of credit for service (payment, reduction of duties, acknowledgement of service)
  - c. Committee service is an important job but faculty are constrained by not having reduced teaching/research workloads on top of service
  - d. Representation from each college is important but too often members lack motivation

