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Faculty Diversity, Development, and Equity Committee Minutes, November 27, 2012

Utah State University

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Mtg: 11/27/12

Present: Helga Van Miegroet, Nancy Huntly, and Kevin Brewer

Limit to only people who started as associate professor

Show only those hired at full

Rate of Retention:

Are we losing percentages of women/Hispanics?

Retention of faculty

- % Stay
- % Leave
- % Promote

Female attrition and lower rates of promotion

- Hypothesis:
 - Better post tenure review process therefore increases rates of women achieving full

5 yr. review - tool for cleaning out faculty vs. avenue to full professorship as a mandate

- Black marked
- Loose out on merit raises
- Forced out

Big difference between 5 - 8 yrs. for woman - they begin to fall behind

Pool all non-white categories (except those designated NRA)

- "Ethnic minorities" - do they differ in retention?

Ask Michael:

1. Clarification on availability of data:
 - a. Research faculty
 - b. Federal researchers
 - c. Lecturer
 - d. Adjunct
 - e. Research appointments
 - f. Graduate assistants

Does not include non-benefited employees; emeritus, and adjunct faculty

New data online end of November

Meeting with

Michael Torrens - Director, Analysis, Assessment & Accreditation (AAA)

Allen Walker - Data visualization programmer

Attendees: Kevin Brewer, Helga Van Miegroet, and Janis Boettinger

1. Datasets for the following from Banner and/or Digital Measures by year (trends):
 - a. 2006 Banner comes online without historical data
 - b. 2007 (1st year data available) to 2012
 - c. 2011 single report available for USU Logan Campus & RCDE
 - d. Title IX effects data
 - e. Newest data available end of November
 - f. Includes all benefit eligible employees, research faculty, lecturers, research appointments, graduate assistants, and federal collaborators
 - g. Separate report for adjuncts & emeritus faculty
 - h. Data on administrators, deans, provosts, and dept. heads as long as they have tenure.
 - i. Librarians used to be in tenured pool but now tracked separately
2. Who is faculty?
 - a. Deans
 - b. Dept. Heads
3. Ethnicity and Race:
 - a. 2008 Federal Gov't changed definition
4. Data Sets:
 - a. AAA has data on campus
 - b. Digital Measures has data on:
 - i. Data on all faculty going back to when employee started at USU but no data on employees who left
 - ii. Who is Associate Professor and when
 - iii. Who is Full Professor date
 - iv. Data on women and full professorship then can analyze data on when women went to full versus those hired at full
 - v. Do not have data on those who left
 - vi.

Action Item:

Does Affirmative Action keep data on ethnicity and race of applicants vs. who is hired?