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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 loosing percentages of women/Hispanics?

Retention of faculty
- % Stay
- % Leave
- % Promote

Female attrition and lower rates of promotion

- Hypothesis:
  o 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

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