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Faculty Diversity, Development, and Equity Committee Minutes, September 11, 2012

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FDDE Committee
Meeting Minutes
9/11/12

Attendees: Kevin Brewer, Man-Keun Kim, Lucy Delgadillo, Helga Van Miegroet, Ron Patterson (WebEx), Christopher Neale, Vinne Exton (Speaker Phone), Clark Israelsen, Jennifer Truschka, Troy Beckert.

Minutes:

Diversity Statistics:

Helga volunteered to track and update the Diversity Statistics as maintained by Mike Torrens' Office of Assessment and Accreditation (AAA). These stats are used in FDDE's annual final report to the faculty senate.

The statistics we collate fostered discussion throughout the meeting and below are the highlights:

- The diversity statistics are included in FDDE's Final Report given to the Faculty Senate Executive Committee's (FSEC) final meeting of the year each April.
- FDDE's ***Proposal To Develop a Comprehensive, Strategic, Visionary Diversity Office at USU, led by a full-time administrator*** report given to the FSCE. This proposal is part of the [minutes from the FSEC](#) from the Monday March 21, 2011. The Proposal given at the FSEC meeting was met with stern opposition. Subsequent discussion led the members of FDDE to discontinue interpretation of the data. FDDE will present the most accurate data and let it speak for itself, without interpretation or recommendations and focus on the critical data elements.
- We need to work with Vice Provost Janis L. Boettinger regarding how we interpret and spin the data.
- It was late last year (March) before FDDE got the new data from AAA. We need to make our request early so that Michael Torrens (director of Analysis, Assessment & Accreditation (AAA) at Utah State University) has more time to get us the data and we have more time to analyze and present the data.

Continuity of Committee's Work

There was discussion on continuity of the committee's efforts as members' leave and new members join. Concern was stated with the lack of continuity, over the years and the different members on the FDDE Committee and the discussions and actions that have gone on before and not recorded in the minutes. Need to have a mechanism to archive the proceedings of the committee that have never saw the light of day. Without this we lose effectiveness, as we have to seemingly re-create the wheel each year. The year-to-year continuity of the committee can be enhanced by the following FDDE activities:

- Add FDDE web presence to Provost's Comprehensive Listing of Diversity Resources on the Utah State University website

- Keep agendas and minutes up-to-date and accessible on Provost's website
- Promote FDDE by using the web and developing a brochure (see below)

CADET (Candidate Assistance for Diversity & Equity Team):

- Chris Neal proposed a SERT (Science & Engineering Recruiting Team) like task force as a part of FDDE's 2011 Annual Report to the Faculty Senate Executive Committee (FSEC). Make diversity advocate available to all hiring committees.
- Make information about families, community, and support options available to all candidates
- Offer all incoming candidates information on whom to contact to discuss any special requirements or circumstances, such as the need for partner job assistance or disability accommodation, education, and family life here
- Need to develop:
 - CADET mission statement
 - Feed back form for each person CADET meets with
 - Publicity brochure
 - CADET contact information and roster

Graduate Student Tuition Waiver:

The allocation of tuition waiver funding was transferred to the college level (de-centralized) and the colleges now administer the funding. Question is will the amount of monies coming to the college level be maintained. Right now each college disperses those monies as it sees fit using two tiers: in state and out-of-state tuition waivers. Issue was set aside as the director of the newly merged Office for Research and the School of Graduate Studies, Mark McClellan, takes the helm.

Youth Discovery Program:

Lucy Delgadillo volunteered to work with the Youth Discovery Program (YDP) and Logan High School. The goal of the YDP program is to assist Latinos make the transition from the area public schools to Utah State University. Last year Chris and the FDDE committee wrote a letter of support for the YDP's grant application.

Women Associate Faculty:

Note the number of women Associate Faculty that make it to Full. The issue is not going from Assistant to Associate, the track is well established, rather from Associate to Full. The timing and whether that happens or not is open to the discretion of the system in place here at USU and often does not happen. Need to keep watch on the statistics.

Diversity Web Site:

Potential content of FDDE web page:

1. Membership of committee with email links (historical and present membership)
2. FDDE meeting minutes
3. Diversity Statistics

4. CADET Brochure
5. Diversity Resources beyond those already listed on Provost's site
6. Copies of FDDE annual reports and proposals

Action Items:

- Contact Janis L. Boettinger to join our next meeting to discuss:
 - IDEA ramifications for faculty & diversity
 - FDDE's role concerning diversity statistics and their implications for USU
 - FDDE web site for the Provost's Diversity Resources web pages
< <http://www.usu.edu/provost/faculty/diversity/> >
- Create FDDE web pages
- Create CADET flyer or brochure
- Develop CADET guidelines and procedures
- Upon approval, post minutes to Provost website.

Next meeting:

Tuesday, Oct. 9, 1:00 pm to 2 pm. Merrill-Cazier Library Rm. 208

We will plan to meet the 2nd Tuesday of each month from 1:00 to 2:00 p.m. in the Merrill-Cazier Library Room 208 through December.