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Faculty Diversity, Development, and Equity Committee Minutes, February 29, 2012

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Attendees: Alexa Sand, Susanne Janecke, Virginia Exton, Donna Carter, Lucy Delgadillo, Man-Keun Kim, Phebe Jensen, Kevin Brewer, Ron Patterson, Christopher Neale, Janis Boettinger

Minutes:

Janis Boettinger, Vice Provost introduced herself to committee. Janis is the liaison to FDDE from the Provost's office and her role is to facilitate development and diversity issues across the University. Janis has been at USU for 20 yrs. and is a member of PSC as a soil scientist and as an adjunct to the Geology dept.

Janis reiterated her liaison role to FDDE and is hoping FDDE will help bring her up to speed regarding diversity issues on campus.

Discussion on genesis of FDDE

FDDE began because of the Advance program. To date some of FDDE actions and programs have been in regard to:

- Child Care
- Breast feeding rooms across campus
- Halting tenure clock
- Official/unofficial parental care policy
- o Janis indicated that all Deans have been asked to work with faculty and to use their best judgment.
- o Concern that the message has been inconsistent across campus - The administration is waiting for an opportune time when they can present the policy but in the meantime, let Janis know if there are any questions or concerns.
- Concern was expressed about tracking if there were any patterns for people stopping their tenure clocks and attaining tenure later. There is no tracking now but Janis will investigate and implement gathering data and see that the system is working.
- Janis indicated she served 2 yrs. on Central Committee and did not see any difference between those who halted their tenure and those who did not.
- HR is the apparent unit to track this type of data. Concern over anecdotal data and that the size of the data pool will be too small.

Topic for Discussion: Tuition Waiver for Graduate Students

- Affects the diversity of student body particular international students
- Could reduce the number of PhD candidates
- Won't effect students currently enrolled for 2 years
- This is a huge issue especially for international and out-of-state students.

Departments need to keep on top of what is happening as this issue has broad implications. Overhead return is one potential solution but not all colleges generate adequate grants so effect will be variable.

- Impact will be diverse depending on dept. and solution implemented. The new policy will definitely effect recruitment and retention of faculty. USU already below peer institutions graduates with advanced degrees. The pool of available students not changing and the tuition waiver issue is critical for STEM Colleges such as Engineering and for International Students.
- FDDE members need to go to their colleges and ask your representative on the Graduate Council to get the data for your college.
- University needs a policy to help graduate students get state residency here if the tuition waiver policy is implemented.

Question about Committee reports and Faculty Senate

Reports must be first submitted to the Faculty Senate Executive Committee for vetting before they are aired publicly in the Faculty Senate where they can be misinterpreted or taken out of context. Administration does not want reports to go directly to senate.

Janis stated she believes that Faculty Code states that the President or Provost sits on Faculty Senate Executive Committee although neither chairs the committee. Janis recommends sending any reports to her so she can help with the vetting process.

Some discussion on the 2011 Diversity Report and the reception and critical analysis it received by the Provost at the Executive Committee. Work is continuing on updating and redoing the report before the end of this semester. We are still waiting for the updated numbers of this academic year from Michael Torrens. Last year's report stated the need for a vice provost for diversity and a web site similar to the Univ. of Utah's.

There was another report that examined our peer institutions diversity efforts and diversity goals. Faculty executive committee rejected the report and FDDE working on new report. Chris has a copy of the report and will forward a copy to Janis.

SERT - Effort to re-establish

Chris met with Ryan DuPont, Rhonda Callister and Glen McEvoy and all agreed it is a great idea and FDDE should move forward with re-establishing SERT.

- Re-establishment of SERT-type committee to support hiring of diverse faculty
- o Need new name - can go to Advance page to see what SERT did
- System for making departments and search committees aware of this service
- SERT members to meet with candidates that are interviewing
- o At least two faculty members to answer general questions on living in Logan
- o One SERT member from FDDE one from pool of volunteers

- o Ryan DuPont noted questions SERT fielded were of a general type; schools, parent/child care, overall living in Cache Valley.
 - Establish rules as to what we can answer and topics that should be avoided
 - o Human Resources good source for information on what can and can not be discussed
 - Build the pool of volunteer faculty
 - Meetings would be totally confidential
 - o Need for a brochure for candidates explaining opportunities
 - o Packet for SERT members to give or use as resource for explaining issues to candidate - i.e., schools, child care... - Ann Austin's office has child care options available
 - Work on an experimental basis for two years before further formalization.
- FDDE needs to move forward with SERT to create report to faculty senate executive committee this year.

Sexual Harassment Training

Need more people from FDDE to take training to get information on if there are any issues/problems. The training can be a lot better but we need more empirical data. Suggestion that the University might bring in someone specifically trained (certified?) to give the once-a-month training. Noted that there is no evaluation after the training - training schedule available at:
< <http://www.usu.edu/aaeo/training.html> >

Question if AAEO is qualified to advocate, but in fact AAEO is a compliance office and this brings back the need for a diversity position at the provost level. Where does a person go if they have a diversity issue? AAEO states they are the office that handles complaints.

Need ideas for the tuition waiver issues.