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Faculty Diversity, Development, and Equity Committee Minutes, December 12, 2011

Utah State University

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Attendees: Troy Berkert, Christopher Neale, Karen Mock, Kevin Brewer, Donna Carter, Ron Patterson, Man-Keun Kim, Susanne Janecke, Virginia Exton, Lucy Delgadillo,

Previous minutes sent via email earlier in the day - send comments and approve at later time.

Technical difficulties with Skype due to an unexpected change in computer settings in the Engineering Dean Conference room system.

Minutes:

Discussion about the possibility the FDDE could assume the role of speaking with potential hires concerning life in Cache Valley. The ADVANCE SERT program handled this but was dropped when funding for ADVANCE stopped. Ryan Dupont was involved via SERT and is a good resource for past performance. SERT was funded by Advance and FDDE was started to keep the work of ADVANCE moving forward. Large number of candidates could be an issue if too great for the committee to handle, and we would have to explore different options. RCDE see a real need for candidates concerning how to deal with home campus and the Logan campus.

Committee agreed that this was a valuable service and Chris will bring this up with Glen and Ryan DuPont about FDDE taking on this role.

Report on Meeting with James Morales and Youth Discovery Inc.

Christopher met with Youth Discovery Inc. Youth Discovery works with schools, community organizations, and individuals to develop and implement programs that help Latino youth in high schools advocating their entrance into college. Christopher met with them to get a sense why Latino youth are not going to college. There are financial issues, a lack of mentors, and difficulty getting scholarships. UVU has worked with Latino's in Action and has a very successful recruiting program. USU has an opportunity to implement a Latino in Action program with YD Inc. - there are federal monies available (managed by the state) for the YD Inc. to initiate a program at USU but needs buy-in by USU. James Morales said he would support such an effort and a grant proposal is being written by YD Inc. FDDE will write a letter of support to James Morales as he is the appropriate person to represent USU's interest. FDDE is not charged with supporting students but the two, faculty and students are indelibly linked when it comes to diversity on campus.

Chris will write the letter of support addressed to James and send it out ASAP. (See Addendum for copy of letter).

Initiatives to work on this year:

LGBTQA - Status on new LGBTQA program coordinator. Eric Olson, Associate Vice President for Student Services, expects to have made a job offer by the end of this semester.

- Ø Board of Regents - Post Tenure Review
 - o How equitable among colleges, campuses and departments
- Ø Merit Pay versus Cost-of-Living pay increases.
- Ø Sexual Harassment Training:
 - o Hypothesis: Tone of the Sexual Harassment Training presentation is less than conducive to a congenial workplace. Is this something FDDE should investigate?
 - o Presently, the training is run by the AA/EO Office and there was some discussion regarding the possibility of the Women's Center (Ann Austin) or Janis Boettinger in her new position. Have one or both, Ann and Janis, take the class.
 - o 1 1/2 hr. training. There is also an online or streaming version for RCDE members.
 - o Need FDDE members to attend training to verify if the training could be improved. Please take notes and sign attendance sheet to verify that you were there.

FDDE Report on Diversity:

Christopher met with Susanne, Jennifer Duncan to review diversity report from last year. Asked for updated statistics and they should be forthcoming. Christopher will update and edit report to get it ready for submission in early 2012.

Need new Doodle poll for FDDE spring meeting schedule.

Need subcommittees to champion above causes.