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Faculty Diversity, Development, and Equity Committee Minutes, November 18, 2009

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Recommended Citation

Utah State University, "Faculty Diversity, Development, and Equity Committee Minutes, November 18, 2009" (2009). *Faculty Diversity, Development, and Equity Committee*. Paper 28.

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FDDE

November 18, 2009

Attending: Jennifer Duncan, Kathy Chudoba, Kelly Kopp, Christopher Neale, Nick Morrison, Renee Galliher, Alvan Hengge

Excused: Donna Carter, Karen Mock, Sherry Marx, Maria Cordero

Jennifer called the meeting to order at 2:06PM.

Minutes vote: Moved by Renee, second by Nick, motion passes.

Ann Austin has arranged a meeting (December 1) between Jennifer Duncan, Provost Coward, Maure Anderson, herself, and Dave Ottley (perhaps) to address 3 main questions from last meeting:

- *What is the appropriate role for the AA/EO Office: protect the University's legal interests or advocate and provide support for those who believe they have experienced discrimination or a hostile work environment? Related: If AA/EO is only meant to provide litigation support to University management, then should there be a separate advocacy office?*
- *Do people feel comfortable taking their concerns to the AA/EO Office?*
- *What is the quality of response people receive when they talk with a member of the AA/EO Office?*

Discussion of these questions followed.

There was discussion of recruiting diverse applicant pools for positions.

Questions were brought up regarding the video that exists for best hiring practices. The video doesn't seem to exist any longer. It seems that it's not readily available. What is the status/location of the video? Just letting department heads know where it exists and how to make it available to committees would help.

Associate deans in HASS have seen the video online.

Adjourned at 11:00AM.