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Faculty Diversity, Development, and Equity Committee Minutes, September 16, 2009

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16 September 2009

FDDE Committee Meeting
Library Tech Services Conference Room

Attendees: D. Carter, K. Chudoba, J. Duncan (chair), R. Galliher, A. Hengge, S. Marx, K. Mock, N. Morrison, C. Neale, R. Oladi
Absent: M. Cordero, K. Kopp

Jennifer Duncan called the meeting to order at 2 p.m. Those in attendance introduced themselves, and new members of the committee were welcomed.

Minutes

Minutes of the April 20th meeting were reviewed. Alvan Hengge moved they be approved. Sherry Marx and Chris Neale seconded the motion. Motion passed.

Data Indicators

Jennifer reviewed the history of the Advance grant that looked at retention and P&T issues in the STEM colleges. Kathy reported that the Data Committee, chaired by Ann Austin, will meet later this month to continue its efforts to extend the data analysis to non-STEM colleges. We will be able to request the current year's data from the AA/EO office in late January and can present our analyses to the Faculty Senate in late spring.

AA/EO Office

The Committee discussed concerns that have been raised about the AA/EO Office including the following:

- To what extent do faculty members feel comfortable visiting the office and discussing concerns with staff (e.g., perceptions about the Office's approachability)?
- Are "mixed messages" conveyed during the required Sexual Harassment workshop? Is the seriousness of issues or likelihood they could happen at USU minimized or trivialized?
- To what extent are AA/EO issues addressed appropriately by internal and external search committees?

Jennifer will contact Ann Austin and invite her to our October or November meeting, depending on her availability, to discuss appropriate ways to investigate these issues. Following the discussion with Ann, Jennifer will decide whether BrandE Faupell should be invited to the same meeting.

Mentoring for Advancement from Associate to Full Professor

Jennifer reviewed the history of this issue from last year, including the outcome of a meeting with the Provost in which he said he would consider the issue but was not ready to address it immediately. There are several other concurrent activities to investigate the P&T process at the University, including the following:

- Kim Sullivan, biology, has a grant to look at the progress women are making through the P&T process.
- The Provost has created a committee to evaluate the P&T process, following concerns raised in the Northwest Accreditation Report.
- Our Committee took initial steps last academic year to look at the issue.

Donna reported that Extension has written guidelines for moving from associate to full professor. The guidelines do not promise a guarantee of promotion but make it easier for a person to determine

whether he/she is on track for promotion. She will provide a copy of the guidelines to the rest of the Committee members.

Jennifer will follow up with Kim Sullivan and whoever is chairing the Provost's committee to minimize overlap in how the three groups investigate the issues.

Promotion of the Hiring for Excellence Video

Discussion of this topic was moved to next month's meeting.

Diversity and Program Building Group

There are three groups on campus that consider diversity issues

- FDDE, a Faculty Senate committee
- Ann Austin's Advisory Committee for speakers
- President Albrecht has appointed a Diversity Committee that will be chaired by James Morales, VP for Student Services

Each of the groups appears to have a slightly different charge but there is still some overlap. We want to make sure the three groups know what the others are doing to facilitate joint initiatives and ensure there is no duplication of effort. We will discuss this again at next month's meeting.

2009-2010 Priorities

Last year FDDE accomplished the following:

- LGBT non-discrimination changes to code
- New process to keep unwanted external reviewers out of P&T decisions
- Parental care giving policy updated
- Parking for pregnant and nursing mothers

This year we will focus on the following:

- Issues related to AA/EO Office
- P&T process, especially issues of equity and clarifying metrics in the move from associate to full professor

Other priorities may be added as the academic year progresses.

The meeting adjourned at 3 pm.

Respectfully submitted,

K. M. Chudoba

Katherine M. Chudoba