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## Faculty Diversity, Development, and Equity Committee Minutes, December 10, 2008

Utah State University

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Attendees: Cathy Chudoba, Ronda Callister, Jennifer Duncan, Robert Schmidt, Pat Evans, Renee Galliher, Alvin Hengee, Sherry Marx, Maria Cordero, Chris Neale, Kelly Kopp

Approval of minutes. Passed.

1. GLBT language approved by Faculty Senate, now goes to Provost, then Board of Trustees. Any suggestion that there might be any trouble? Not that anyone is aware of. Could ask Provost. Discussion of Board of Trustees possible action. In the past some history of conservative decision-making but the Provost is strongly supportive. Do they have an understanding of gender expression? Was passed unanimously by Senate.

Human Resources Code: On the Caregiving Leave policy, HR is supportive, but it is often preferable for a tenured faculty member to take the lead.

Historically, it's been tenured, women faculty who have moved changes in policy on campus.

2. Change on submitting names NOT to be sent for review passed Faculty Senate.

3. Inconsistencies of calendars. Tabled at last Faculty Senate meeting. Both sides are arguing for their plan as a way of protecting faculty members. Arguing for having a consistent calendar is less confusing, but it needs some flexibility. Discussion of FSEC meeting relating to topic. Diane Calloway-Graham will be asked to give the presentation again, or designate someone else to do it. Fairness should be first consideration. This is where there can be some conflict between faculty and administration, fairness vs. efficiency. Discussion of mechanisms for filing extensions. Each party, faculty or Provost, has a different priority. Need to protect fairness of process for faculty.

Questions about why tenure decisions are made late in the year. Discussion of calendar for the process. Board of Trustees role. Board of Trustees is really a rubber stamp. They ARE political appointees. In practice, if there are problems, it's typically known well in advance of final Board of Trustees decision.

4. Care-giving Leave Policy-Faculty Forum presentation. Concern about elder care.

What would it take to re-instate it? Questions from Provost about opening university up for liability, also costs. Bonnie Glass-Coffin found that 2% of population might need this policy at any given time. Using that standard, it might take burden from dean and Provost in making the decision. This translates to 7 instances per year which would not quite double estimates for covering child care. Provost didn't trust those numbers. In the state of CA, 70-80% of their support went to childbirth, but those numbers were also considered questionable. His other argument was that with the parental policy we are behind other universities, but with the elder care policy, we are not. There were lists of comments of people's personal experiences, none of which met criteria. Provost felt childcare was more of a recruitment tool. When it went to FSEC, all agreed on parental but disagreed on elder care.

Professional Employees Association (PEA) was concerned about equity after article in newspaper came out. The chair met with them and explained impact on students and they understood. Someone suggested including instructors and the chair suggested to PEA that they do an analysis. Not sure how it would work with instructors because there are many different ways that instructors function. PEA asked for one change from "may" to "will" continue their other duties, a reasonable request.

Classified Employees Association (CEA) were most upset and wanted to complain that they had no feedback. The chair suggested that they consider writing a code change themselves to negotiate a reduced load during FMLA time frame.

Discussion about PEA and CEA making efforts in this area.

The chair is meeting with HR this afternoon to plan meeting with the University Executive Committee. Should be OK with strong support of Provost. Question about how this can be used in recruitment.

Discussion of meeting time availability. Will go out through Doodle.

### **Priorities**

1. Student Ratings-Discussion of multi-cultural aspect of student ratings. There are student ratings available online for the past several years. It would be nice to analyze that data to look for issues and trends. How is minority defined? Would be good to be able to quantify responses here on campus or at least raise awareness. Would need to know the gender and ethnicity of instructors along with student ratings. A validated form for evaluation would be ideal. Would need to come from FS, Provost would like to see it. Funding may be a question. How to move forward? Particularly given the current economic situation. Could try to get on FSEC agenda.

2. Data Indicators-ADVANCE data is being used. Want to transfer ADVANCE data to BANNER system. Committee is working on it, includes Ronda and Cathy Chudoba. Working toward expanding to all colleges, then Office of Accreditation and Assessment (OAA) will produce charts and tables for FDDE for annual review. Can then evaluate what changes may need to be made.

Questions about current budget situation.

3. Ombudsperson Follow-up and Training

4. Situations at the Hub with faculty and international students. A faculty member was contacted about it. He was meant to follow up with HR. Is sensitivity training for staff in TSC in working with international students possible? Police were involved in this situation but it came back to the university. Discussion of peer support for these students and actions to help the situation.

Adjourned.