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

Utah State University

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## **FDDE Minutes**

**September 10, 2008**

Ronda Callister, Christopher Neale, Jennifer Duncan, Robert Schmidt, Scott Williams, Cathy Chudoba, Alvan Hengge, Maria Cordero, Rene Galliher, Kelly Kopp.

Meetings will be every second Wednesday.

### **Updates**

GBLT policy and code change went to PRPC and will be back to Faculty Senate at the next meeting. Senators get 1 month to discuss with constituencies. Then FS will vote, then Provost, the Board of Trustees, then into the code. Have to double check along the way with the policy. It can fall out of process at any stage if not checked.

In Section 405, where candidates can submit names of people to NOT review, it wasn't mentioned in Faculty Senate. Will be brought up in PRPC.

Caregiving Policy was voted on by BFW and was lost over the summer and didn't get to FSEC. New head of BFW, Vance Grange, didn't have it. Fell through the cracks a bit. Involves money, so needs support of Provost. BFW is continuing to discuss it.

Last year we discussed teaching evaluations. Ronda reviewed a book, but it didn't have anything on ethnicity. What about gender? What about orientation? Raoul Arreola is speaking on campus on the 24<sup>th</sup> on the topic of evaluation. Can we get some time with him? Ronda will look into it.

### **ADVANCE Annual Report**

Includes data for the past 5 years. Data comes to ADVANCE in January of each year. Data is usually riddled with errors and has to be cleaned up due to regular turnover of staff and lack of understanding of positions, etc. We now know what the common errors are and can fix them. The agreement with Provost's Office is that the processed data will be transferred to the Provost's Office. Also agreed to expand to the other colleges. This year is meant to clean up previous data from other colleges but it's not going as smoothly as had hoped because of issues between Provost's Office and Office of Analysis and Assessment. Provost wants them (AAA) to do it and is putting pressure on them, thinks they should do their job. They are butting heads at this point. Could also have every department head check their data. General information would be immediately known to them.

Ethnicity data still needs to be cleaned up.

There have been increases in women faculty, percentages, faculty hiring compared to availability.

No women have been hired at the associate rank. This may be due to the job descriptions, but it has happened for men. What about availability of associate women? Women may be applying at a lower rate, could be invitation to known colleagues (more men may be known). Pool data is much harder to come by. This doesn't come from AAA, has to come from HR. Should be able to get data from Banner. Questions about

hiring and the process. At the Department Head level, tend to have fewer women applying for DH positions that are external candidates. When calling women to apply, they have said they're tied to their local area. There tend to be family constraints more often for women that prevent their application. It may also be that we're just not recruiting at the associate level, costs? What about associates coming in without tenure?

Hiring by college, non-retirement attrition (unhappy, better jobs?)....

Question is which data is important to continue to maintain and obtain?

Though there are more women in HASS, they are probably facing same issues as STEM colleges.

We could recommend to FSEC that Faculty Forum discuss a timeline for other colleges to be included in these programs.

Cumulative number of women promoted to full....

Kim Sullivan just got NSF/PAID grant for working with 6 universities on promoting women to full. ADVANCE in 2003 hosted lunch for associate women and VP over faculty about promotion to full. Of that group, most were promoted. As a university, we're better with assistant professors. For associate's, don't really know. May want to revisit code that addresses committee for associate's AND meeting. There is nothing explicit about taking too long to go up for full, but there is the idea of getting too far away from productivity/research.

Analysis by gender and ethnicity alone, and the interaction. Idea is to have full data by the spring, while we still have the ADVANCE team in place to help.

Discussion of County extension faculty and promotion.

Priority will be other colleges, then RCDE, then Extension. Transition from ADVANCE to FDDE would make sense.

Any other priorities for this year? Family friendly policies? With caregiving leave, don't think approval will go through HR. Because it's just for faculty, should go through Faculty Senate.

Priorities: Code changes, student evaluations, data indicators, family friendly policies

### **Others issues**

Does special parking for nursing moms apply to staff? Ronda will follow up with Ann.