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FDDE Minutes

April 1, 2008

Attendees: Ann Austin, Julie Gast, Ronda Callister, Lisa Pray, Kathy Chudoba, Jennifer Duncan, AlvanHengge

Motion to approve minutes: Jennifer Duncan

Second: Kathy Chudoba

Passes.

Ann Austin has been invited, Vice Provost for Faculty Development and Diversity, so that we can learn what the provost's office can help us with as opposed to other mechanisms for action.

Ann Austin: Glad to see this committee alive and functioning and looking forward to extra feedback. I'm not full time over in Old Main. I'm ½ time research, ½ time Vice Provost. I have learned that College's may crash, positions may close, but the research goes on (so she continues to perform her own research). She has received the lists of concerns that we sent along from FDDE and has been trying to work on critical thinking this year, programs, workshops, etc.

FDDE: This is the first time that USU has found monies to support these types of programs.

Ann Austin: Yes, and we've typically had between 30-60 people in the workshops. The provost says that these numbers are impressive. In March there was supposed to be a New York Times workshop that didn't happen, she'll be here on April 22nd to put that on. There are 4 openings for that. It's noon to 1:30PM. Email Ann's assistant if interested.

She tries to put a lot of effort into helping new faculty come up to tenure and promotion, binder workshops, etc. She has college representatives speak about what they did coming into the third year review. The Provost prefers that she focus on junior faculty right now. She also contacts new faculty before they arrive to answer questions. She does not sit on Central P&T Committee, so many faculty will talk to her about questions about their applications for tenure and promotion. She can do research on each case and see how she can help. She also has a research office as well as her Old Main office, many faculty go to her research office to meet, which is fine. She also has a newsletter on webpage, strictly electronic. Had been sending out emails as broadly as possible, but comments came back that there were too many emails. So now, they come just through dean's offices.

In the newsletter: Working primarily on teaching, but also working on developing a scholarly program. Larry Smith has a column to address commonly asked P&T questions. Will be addressing stopping the tenure clock in the next issue. Also has GaryStraquadine's Faculty Code Quiz. Lyle McNeal was Utah Carnegie Professor of the Year this year. Julie Gast will be feature writer for April 10th and will summarize information on self-assessment letter from brown bag. May have part 2 of that brown bag next fall. She also works on work/life balance issues and dual career

accommodation with Mardyne Matthews. It's not always successful, but many universities don't do it at all. ADVANCE (Kim Sullivan) has found that we do better than many other universities on dual career accommodation. She looked at websites, for example.

GLBTQ, sits on advisory board. Have looked at suggested code changes. Provost is very supportive of this effort.

STAC committee in place now. Scholarly Teaching Advisory Council has been formed and she welcomes participation and comments. It includes information for different areas of scholarly teaching. As much as she's benefitted from various programs, it's been a bit scattered. This is meant to pull things together. Scott Hunsaker and Sylvia ?are chairs. It pulls together sources of information. Hopefully it will help to frame the workshops in a logical way. It includes information on learners, teaching, curriculum, leadership and teaching. Hopes to expand this to scholarship area as well. Welcomes participation on scholarship council in the future as well.

FDDE: Is Aggiecare going to have a component to help find care for in your own home?

Ann Austin: We have information on finding in-home caregivers, but that's it right now.

FDDE: What about networking to get people together who want to share care?

AA: Becky Hunter may help to put people in touch with each other but can't really help with background checks and the like. Risk management has advised Aggiecare not to address those issues. She has 5 adult children and has always worked, couldn't afford in-home care. Shared care lessens costs.

Concerns have been expressed about in-home care people really being in it just as a supplement to their income, for "mad money".

We can see if risk management will allow us to address those issues a bit. Becky is interested in linking faculty members.

Discussion of ideas for parent networks to help with these questions.

FDDE: The Inclusion Center provided a department retreat for diversity to a department here on campus. They provide a participatory workshop to help you reflect on diverse practices. Done in teacher ed. program. Could be helpful to administration.

Ann Austin: Provost is very interested in diversity and committed.

Julie Gast from WGRI

Has been a long-standing concern about child care on this campus. Talked with Steering Committee and friends about this issue. Has heard about the "big lie" that starts when women are recruited to this campus. Some people come here because of the reputation as a "family friendly" place. People are shocked to find themselves on

their own trying to get child care, dealing with sick children. It's friendly in that our kids can be in our offices (some departments).

One thing to think about is collecting data...the loss of faculty, productivity, this is a huge stress for people. It's the worst thing to have to worry about for working mothers. Not sure about working fathers.

FDDE: In 2003 climate survey, work/family stress for assistant male professors was high.

Julie Gast: There are retention issues, transportation time, lost productivity to consider. For example, going home to cover 15 minutes in between sitters, the cancelled classes, we need data to show them that this is an issue.

FDDE: It does factor into P&T issues. You should not have to choose between work and having a family. So if we need data, it's presumably to make an argument to the powers that be that we need to address this. Haven't there been a number of surveys about this in the business and academic community about workplace child care? Do we still need to prove the issue?

Julie Gast: I think so. We hear over and over that we don't have the space and funds. We should show them the numbers.

FDDE: Maybe it's just gathering information that's out there and presenting it to the administration. Right now we're trying to get data on how many babies were born in the past 2 years.

Julie Gast: There's no formal structure to help women out and many of us have moved here from elsewhere, so we don't have the informal/family network either. The support we do have is each other, but we are ALL busy working. Data talks, money talks. The cost-benefit analysis should be done. What about a case-study or two of individual faculty members?

FDDE: The key is to not make it a women's problem. So let's not express it that way.

Broader data might be useful in relation to active duty/modified service idea. Faculty who wanted to use it would go to 90% pay during the semester. \$3500 from Provost's office, department would pick up the rest. Provost wanted numbers and total cost. Scheduled to present to Benefits and Faculty Welfare committee in May. The idea is trying to preserve faculty research productivity. But when faculty life gets stressed, research is what suffers. Also, it could be automatic. Also, any other stressful event...family illness, etc. But we do need numbers and data on how many people and how much it will cost.

Julie Gast: A concern for WGRI is that the new center won't be prioritized for faculty. Also, is there going to be equitable access? Will it be used as a recruiting tool? Also, sick care is needed. Presents an example of cooperation with a hospital. Sick kids can go there.

FDDE: The more specific the suggestions, the better, hospital cooperation, costs, etc. What about contracting with local schools?

Julie Gast: Central clearinghouse for sitters/nannies idea. In-home care is preferred so why not have a referral service for that? Berkley list is like a Craig's List for childcare issues, school questions, doctor questions.

FDDE: This is particularly a problem for new people.

Julie Gast: Another huge thing is that people with infants and toddlers really want to be near their young children. Can there be small infant care places around campus? A large space is not really needed.

FDDE: One idea was posted to parking to get special parking for nursing mothers. Lisa Leishman turned it down since she couldn't find precedent at other institutions. It would take a couple of mothers to be on the parking committee to get that fixed. New faculty park in the boondocks and they're the ones nursing.

Julie Gast: We do need data to express these pressing needs. Aggiecare will work for some, but there are many more women with different needs. It's not family friendly here unless you're the "right" kind of family.

FDDE: Part of it is strategy, networking is a great idea, how would you suggest approaching the website? Could this be added to WGRI website? Or linked? What about the sick care?

Julie Gast: A needs assessment would be necessary.

FDDE: There are students who can do that sort of thing. Also have to consider how much monitoring of chats is needed. Assuming it's going to have a USU affiliation, Risk Assessment may need to be involved. Could do a Google group as a test. No cost option.

When do we want to have our last meeting of the year? May 6th is one option. Could also meet on April 29th at 3PM. We need a chance to consider everything we've heard and prioritize what we want to do next year.

Ronda Callister moves to support code changes including sexual orientation language.

AlvanHengge seconds.

All present voted in favor of motion.

Who's keeping list of ideas we've had after our speakers have met with the committee? It's in the minutes, but we could also send a list around by email and solicit comments from the group.

Is anyone willing to serve as chair of this committee if Ronda can't next year? Please think about the possibility.

Motion to adjourn: Kelly Kopp Second: Ronda Callister Passes.