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Faculty Diversity, Development, and Equity Committee Minutes, March 4, 2008

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Attendees: Kathy Chudoba, Lisa Pray, Alvan Hengge, Jennifer Duncan, Ronda Callister, Kelly Kopp, Maria Cordero, Christopher Neale

Motion to approve: Kathy Chudoba

Second: Alvin Hengge

Passes.

Active duty/ modified service idea discussion. BFW committee discussed and may need to go through EBAB which won't meet until legislature ends for the year. Will need to work with the benefits budget that results. We would need some cost estimates. Would need to find out how many children were added in 2007 as one way to estimate the numbers (by faculty) and then an estimate of how many people would be eligible to use this. Also need to know how much it costs to cover a class. This will vary widely from department to department. Is it an adjunct, graduate student? All will make a difference. Will need to contact budget officer for each college to see.

Two possible directions: 1) Use disability insurance to fund this, get 2/3 salary through this, get 6 weeks off, could be used to partially fund teaching. A disadvantage would be that it is only for a woman who delivers a child.....no adoptions, no fathers. Also, you can only use it so often. 2) U of U has central admin contribute \$3000 and the faculty member applies for this and takes 95% of salary during this time and department picks up the rest. Then average salary is needed to estimate this cost. At the U, if you have a 2/1 course load, you get your smaller semester load covered, not your larger one.

This is going to come down to money and no one is comfortable with calling this disability. Are there limits to using disability insurance that would affect this? The limit here is one use every 2 or 3 years. If someone has a "real" disability, there could be a problem. How viable would it be to have a bigger cut in pay?

A department could reduce pay further and then extend leave. There is precedence for this. Right now, standard is 66.6% of salary for 6 weeks (standard delivery). If you're primary breadwinner, can be more of a challenge to take the cut for a long period of time.

At MIT, when they added this benefit, almost exclusively men were taking it and were using it for research, not to stay home or otherwise care for children. 95% of salary seems like a reasonable request from faculty.

Determining the number of children being born here is going to be interesting. It has to be increasing with the number of women faculty being hired.

EBAB committee is staff and faculty and this would need to be approved by them. With budgetary implications it goes to VP for Finance. We can put together a proposal. It's a money and retention issue. We know that child care is a huge stress. If we could ease that time period, maybe it would help other child care stresses later on.

Even though success may be long in coming or difficult to achieve, we could still “prime the pump”.ADVANCE expires in September, but pieces of it will move into other offices, departments.This committee is the most logical place for this type of proposal to come from. When Kermit Hall was here there was a committee that was pursuing the Viagra vs. birth control debate. He solved it immediately.

Do we know how friendly the current administration is to a maternity leave policy? Moderately, because of budget concerns. Will need to see what happens with a more polished proposal. May not work the first time, but we can persist with it.

Best Practices were also sent out to be used for research in search committees. SERT wanted feedback on these. It seems we have a good start, with improvements ongoing.It would be nice to have something on retention as well. Also, what happens at the 3rd year in terms of diversity?

Some analysis has been done in the STEM colleges, eliminating retirements. Estimating the costs, particularly when startup costs are considered. Staggering numbers, but not a lot of responses. In a salary inversion situation, retention is tricky. 60-70% of those with offers, leave. The other university wants them and convinces them.

At one mid-western university, when a new hire was made, everyone received a raise in response to their salary. Can be the result of additional available monies when a senior faculty member leaves/retires and a new faculty member is hired at a lower salary.

Discussion of diversity training. Understanding diversity as an asset. Not making decisions on whether or not this person is like me. Best time to look for diversity is during application process. Personal contact is best way to get diversity of applicants. Would this committee be the means for introducing committee chair/department head training? Would be a bit difficult for this committee. Some training is happening, but we may not have a lot of influence on that. We can ask what is being done. We could mention the questions we’ve had from our constituents.

Maure Smith and Renee Galliher from Allies on Campus

GLBTA Center and its services, but they are seeking ideas and feedback for the center, the Allies program, and they’ve done a brief review of the faculty code related to gender, orientation.

Maure started in July, first paid programmer in the position. A lot of the things currently in place are there because of voluntary actions previous.

Voluntary lending library is in Center office, available to students, faculty, staff, and community. Also talking to library about including the items in catalog.

Panel presentations have also been happening, GLBTA students attend classes and tell their coming out stories. Called Outspoken.

Safe place sanctuary, people can eat, hang around, used a lot by students, not so much by faculty and staff. 10-15 students come in regularly. Students feel safe, can ask questions, etc.

Maure offers advocacy and mediation as well, if there are staff or faculty issues related to GLBT issues. Has also given cards to AAEO office to be used if searches think a candidate may have questions.

Brown bag discussion group every Tuesday at noon. LuAnn Helms is there in case a counselor is needed. Those are the regular activities. Also have Allies on Campus. 8 sessions per year, 178 trained so far. 125 new ones this year.

Renee-Can talk a bit about Allies. Was founded in 2004 by LuAnn Helms and Sarah Benanti? To provide a means for people to get training on providing a safe and supportive environment and resources to GLBT students. Rene's role is to nurture the Allies. In the training, many activities are geared toward working with students. The presence of the stickers is a support for students, as well as faculty and staff. Open to other ideas of ways to reach out to faculty and staff.

Maure knows of a case in which there was a problem, faculty was told that you don't need to worry, we have Allies on Campus. However, we're not necessarily equipped to deal with faculty and staff problems. More students are in crisis. Allies has it's strengths, but it can't guide you through a discrimination grievance. Student piece is pretty solid, but how can we help faculty and staff? Has talked with Ann Austin and the provost about policy review. AAEO policy 303, does include language about sexual orientation. They're not sure if AAEO is prohibited from following up because the office must follow federal policy. Can they choose to pursue allegations? Not sure.

Sense is that AAEO offices can vary depending on guidance they get from upper administration and funding. They are small here on campus and seem to address lawsuit-type issues, less pro-active on this campus. What can we do to make sure the university doesn't get sued?

Sexual orientation is not mentioned anywhere in the faculty code so pursuing issues through faculty senate is not possible. That's something this committee can pursue. If this committee brings it forward, it has more weight behind it than if it comes from an individual faculty senator. No real sense of how support would be in the faculty senate. Can be hard to tell sometimes.

Discussion of ombudsperson process in faculty senate.

Rene could draft language and we will discuss it at our next meeting and can then go on to faculty senate executive committee meeting. Could happen this academic year. Could also be rolled over to next fall. Eventually would go on to board of trustees.

If this does go through, are we still subject to federal law? How would the code be enforced here? An adverse job impact would go through the regular grievance process. We can support the language change and then see where the faculty code subcommittee goes with it. Our voice as a body will be stronger.

Discussion of faculty senate process.

Maure and Renee excused.

What about including Allies training along with diversity training?

Ann Austin will be here next time. We need a sense of how we might present that idea to the Provost.

Could happen as part of DH or Dean retreats. Could be suggested strongly.

The Inclusion Center does diversity training. There may be other resources that we could gather.

The attitude toward that type of training will probably be proportionate to the “teeth” in the AAEO office.

Discussion of sexual harassment training on campus. Would be nice to have something inspiring and motivational instead of the “dry” version we get now.

Term limits need to be set. Alvan was also elected for 3 years. Christopher will be in 2011, Alvan will be in 2010, Kathy 2011, Scott 2009.

Ronda is on exec committee agenda for next time (March 24th) for code change proposal for allowing P&T candidates to submit names NOT to be included.

New Business

Committee member brings up....a colleague who is a minority woman did a cursory review of teaching evaluations for women of ethnicity and found that across the board, the scores for such women tended to be lower. Colleagues in other departments found the same thing. These are used to determine merit wage increases. Peer evaluations are incorporated into P&T decisions, but not in other circumstances. Reason is that peer evaluations can't be statistically viable. You'd need so many people coming in to review that it wouldn't be feasible. Not everything should be riding on them. They are a barometer, but not everything should be riding on them. Course content can have a bearing. Has been brought up with faculty evaluation committee. Response was that the committee was done and that no further action would be taken. Was faculty senate made aware? What is the makeup of that committee? Are there any minorities on that committee?

Research on bias would suggest that there will be bias against people who are not typically holding that type of position, i.e. white male. For example, a firefighter application that has a female name will be rated lower than the identical resume with a male name. Same result in faculty test. So questions might not have bias, but the bias is in the student.

Could adjustments be made? Could we look at that?

I had to leave at this point, Ronda, please add anything else.

Thanks, Kelly