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FDDE Meeting

January 8, 2008

Attendees: Ronda Callister, Lisa Pray, Scott Williams, Jennifer Duncan, Christopher Neale, Robert Schmidt, Alvan Hengge, Kathy Chudoba

Absent: Maria Cordero, Pat Evans

General discussion on what committee will do.....

1) ADVANCE is ending in September. They have been collecting data related to this committee's charge (see faculty code 402.12.8), but that will now move to Provost's office. This includes data on diversity, hiring, and retention.

FDDE can look at this data and make sure that quality is maintained. Some qualitative data has been collected, but mostly quantitative data now. So far gender has been the focus since it's hard to look at ethnicity because of low numbers on campus.

Could we call for certain kinds of analysis? Ronda is working on that with Provost's office.

2) Another thing we could do is be a resource for people to pass information along about issues that they observe or hear about, inequities, etc.

Are there any legal constraints that we would need to be aware of? The expectation is that we would assure anonymity and not use their name in any way.

EEOC has a very legal focus and they are very short-staffed.

Could we seek out collaboration with their office? Yes. We also have university counsel to give us legal opinion. We can fill a different role, as faculty-to-faculty communication.

JDuncan-A proactive approach would be good. RC-Kim Sullivan is looking at best practices at other universities.

LPray-We should be consistent across colleges about the information we put out or request.

3) We need to elect a vice chair and a chair. RSchmidt pointed out that the chair becomes a member of faculty senate. Some of us already are on Faculty Senate. RSchmidt-What are the terms of the chair and vice chair positions? Chair is for 1 year through July 1st. Some time before May 10th we elect a new chair for the following year. We also need to figure out how to stagger the terms.

Nominations? What qualities are we looking for in a chair? This individual will run and schedule meetings, develop agendas, go to Faculty S executive committee meetings to present reports.

Ronda volunteers as chair. Motion is made, she is elected.

Kelly will be vice chair (mostly takes notes). Motion is made, she is elected.

Discussion about having Ronda as chair and losing potential vote on the Faculty Senate. Sticking with Ronda for first 6 months.

4) An additional item was presented to Ronda. A concern has been expressed by a GLBT member of the faculty about making sure that someone on this committee represents that group. She's asking for a non-discrimination policy that specifically mentions sexual orientation to be developed. She was particularly concerned that there was not a GLBT person on the committee. Suggestions?

This committee was set up like all the other Faculty Senate committees, not specifically to include diverse perspectives, just representatives from colleges, etc. We could certainly change the code and how the committee is formed.

LPray-We could work in tandem with other organizations on campus, i.e. Allies, we could ask for their specific feedback. We could also get comments from our individual colleges as well.

We do have one Hispanic member on FDDE (Maria), however, there is not a single faculty member identified as African-American, not sure about Native American.

LPray-We could ask campus organizations to give feedback.

RSchmidt-Maybe we have underrepresented groups address our committee for ½ hour per month.

KKopp-But the person who asked about it wanted a GLBT person to sit on this committee. She was not elected in her college and didn't know about it until after the fact.

RCallister-Code does say that it was supposed to be an elected position. We should make that clear to the colleges.

RSchmidt-I was appointed by my college.

LPray-What about a subcommittee made up of underrepresented groups who could advise us and attend meetings?

JD-Would a code change required?

RCallister-I don't think so.

AHengge-Is it necessary to set up a subcommittee? If meetings are open, we could just invite people to the meetings.

Discussion of the possibility of open meetings.

LPray-The person who brought this up has a valid concern. How are we going to be balanced in what we do? We have to be creative in how we get input from marginalized groups. We need to be very thoughtful about it so that they are providing real contributions.

RCallister-Her 3 suggestions were:

- A) Enact employment non-discrimination policy w/sexual orientation.
- B) Create a task force to organize and conduct surveys and focus groups of underrepresented groups on campus.
- C) Presentation of the findings from survey and task force.

LPray-We could divide the tasks of talking to Allies, WGRI, etc, among the committee.

5) Best practices for faculty development, mentoring, and work environment to facilitate the success of diverse faculty at all career levels?

RSchmidt-Some of us have been involved in recruitment, interview, etc. He will bring those to our next meetings.

LPray-EEOC comes and talks to committees.

RCallister-SERT has written up best practices beyond EEOC guidelines.

JDuncan-Will contact EEOC about best practices related to diversity.

Discussion of lack of African-American faculty and collection of that sort of data.

LPray-What IS diverse faculty??

RCallister-Discussion of gender issues across campus. There is a threshold after which women are no longer token representatives of their gender, but just another person in the department.

LPray-There are still issues even when there are large numbers of women, though.

KKopp-What about looking at demographics, maybe nationally?

RCallister-We can look at the demographics of who's graduating with PhD's.

KKopp-But even that would not include GLBT, ability, gender, etc.

JDuncan-What about maternal profiling?

RSchmidt-Maybe our homework should be to try to develop a list of groups we need to include, ask "who do you think represents you on campus"?

RCallister-We could also write an email, as Lisa suggested, to be sent to the faculty that would describe our work and ask for input and suggestions for policy, concerns, and recommendations. We might have some feedback, maybe not much, we could also talk face to face.

LPray-Can someone take a shot at a first draft?

Ronda will and then ask for input from the committee.

RSchmidt-Maybe we should have a discussion at our next meeting about the issue of confidentiality and what it means to us so that we can be frank with each other. Mardyne Matthews has had to deal with this a lot on search committees.

Christy Glass has looked at people who have turned down jobs at USU and she's reporting on that to ADVANCE.

RCallister-She could present a summary to this committee.

CNeale-If we are going to be a committee that can be approached, we do need to have confidentiality. That should be included in first email.

RCallister-It becomes challenging when need to share a story without revealing them.

RSchmidt-What about publishing stories from a fictitious university as examples?

SWilliams-We should let our colleagues know about our charge as a committee. If we're doing our jobs and we are sympathetic to the needs of various groups, i.e. GLBT, do we really need to bring them into meetings? Do we emphasize that group at the expense of others?

RCallister-We haven't been able to figure out a way to include EVERYONE. When people rotate off, we should make clear that nominations and elections are needed.

LPray-That could be a recommendation for a best practice.....people should be allowed to self-nominate to be on this committee.

RSchmidt-We used to get a faculty newsletter bi-weekly. Had sabbatical housing, etc. We have no method to communicate anymore. Discussion.

Scheduling of next meeting: February 5, 3:30PM, Business 409.