Committee on Diversity & Equity

Minutes of Meeting

April 9th, 2014

Present: Jean Grow, Joshua Knox, Kali Murray, Karen Robinson, Monica Adya, Susannah Bartlow

Discussions with the Provost on outcomes from the faculty and student listening sessions and next steps: Need progress in the area. Some actions already under way:

a. Climate Survey: Being executed in Fall 2014. It is expected to be inclusive for the entire campus community. Consultants from Chicago have been retained and are expected be on campus for about 18 months.

b. Bias reporting is in place for students. Although it is anonymous, it gives voice.
   a. Question was raised about why the same system could not be used for faculty as well. One response was that the Ethics Committee is already in place.

c. Targeted student education in Fall for both Freshmen and Sophomores. Many incidents, however, are unreported or anecdotal. Consequences are in place but involved individuals have to be willing to report.

d. Greater tightening of hiring practices. For instance, chairs of search committees are being trained on diversity issues.

Other ideas that emerged from the discussion:

a. More needs to be done in order to understand the source of student/faculty perceptions about diversity and equity limitations on campus.

b. Need for faculty education focusing on when their actions may be perceived as singling out individuals, even if not deliberate on part of faculty.
   a. Faculty orientation should include education programs.

c. Better definition of expectations from adjunct faculty for whom administration has less ability to impact behavior.

d. Structure for responsibility should be clearly articulated as there is no unifying theme on diversity across the campus.

e. A uniform way for faculty to get evaluated. For instance, annual reviews of faculty are not standard across campus. Reviews should also recognize unique issues faced by faculty of different backgrounds.

f. More responsibility on Deans to create an open culture that can handle issues of diversity and equity.

g. Improve transparency in the review and tenure process

h. Teaching evaluations should evaluate work rather than focusing on student evaluations only.

i. Provide support to new faculty e.g. through mentoring

j. Provost’s office should share data with the committee in a way that the committee could be a part of tracking direction and change.
   a. Some consideration is being given to structure of committees and who should be collecting what data.
   b. Diversity Advisory committee, CDE, and OIE Advisory committee were not recognized on the COC list.
Other Points

1. Salary inequity is expected to be an ongoing issue, barring inequitable performance between two faculty.
2. Provost’s office was requested data on hiring and retention and diversity across campus.

ACTION ITEMS

- Jean to send to the Provost current charge and goals set for the CDE when moving from sub-committee to committee.
- Provost has requested that the CDE send recommendations directly to her. These recommendations will be fleshed out in our May 14\textsuperscript{th} meeting.