Committee on Diversity & Equity
Meeting Minutes
October 8, 2014, 9-10 AM

Present: Jean Grow (Chair), Monica Adya, Ed de St. Aubin, Kali Murray, Alyssa Voboril, William Welburn, Kerry Egdorf, Karen Robinson

1) Meeting minutes for September 10, 2014 were approved.

2) Jean Grow noted that the committee did not yet have an undergraduate representative. She will check with Dale Kaser to inquire about protocol and whether committee members themselves may solicit such a representative.

3) Jean Grow mentioned that health-related obligations will preclude her from chairing the February and March 2015 meetings.

4) Kali Murray reported on her research regarding the legal context, specifically the Clery Act, as it relates to the DPS crime reports including race information. Kali will report further at the November meeting but for now, it appears that
   • Nothing in the Clery Act requires reporting the race of a suspect
   • There is precedence for using web links within “timely warning” emails such that viewers would need to click a link to find further information regarding descriptions of suspects

5) Ed de St. Aubin will report further at the November meeting about his review of research that examines how campus police/public safety practices impact campus climate.

6) Alyssa Voboril reported that the Golden Rose Awards are administered via the Office of Intercultural Engagement within the Office of Student Development. These began in 2010 with the stipulation that nominees be women of color. Since 2012 opened this up to all women who are staff or faculty. There were 35 awards last year. All nominees are recognized in some way.

7) Jean Grow reported that the Excellence in Teaching Awards have a specified timeline (marketing, nominations, selection) that culminates with the spring Pere Marquette Dinner when the Awardees are announced. There is also a systematic rubric with 11 categories by which Awardees are chosen. Jean suggests that we craft an equally rigorous process for the proposed Excellence in Diversity Award. This proposal should then be sent to the Provost.

8) William Welburn reported on strategy regarding our request that the Provost begin to track data regarding faculty race/ethnicity diversity and equity. He believes it best if we do NOT collect salary as it varies by race/ethnicity because
   - it may result in identifiability of specific individuals
   - it is likely heavily confounded by sex of faculty member
William asserted that we want longitudinal data such that we can discern
- who gets hired and who leaves (entries and exits)
- potential pre-tenure obstacles
- issues regarding promotion

The university collects data aggregated into White and Ethnic Minority. We should keep these data disaggregated whenever possible, noting that the Asian American box likely needs further disaggregation.

The requested system of data collection should also include non tenure-track instructors.

9) Jean Grow provided a general plan for the major agenda item for each of the following meetings this academic year. This includes a visit from DPS representatives during our December meeting.
   November: Prep for DPS meeting
   December: Meeting with DPS
   January: Meeting thought to be before classes resume and canceled.
            (Jean later noted his was incorrect, we may want to revisit this decision.)
   February: Discuss formula for tracking data on tracking diverse faculty
            (to be led by William)
   March: Discussion of bias reporting in preparation for proposal to provost
            (to be led by Susannah)
   April: Diversity and Equity Award discussion leading to proposal to provost
            (to be led by Jean and Alyssa)
   May: Additional meeting agreed upon. Date to be determined. First meeting wrap-up and prep for provost meeting. Second meeting with provost.

NEXT MEETING
November 12\textsuperscript{th}, 2014 – Zilber 470

Minutes delightfully submitted by: Ed de St. Aubin