Committee for Diversity and Equity
3/7/18 Meeting Minutes

Guest: Gary Meyer

Meeting commenced: 9am Zilber 327

1. Dr. Gary Meyer- Discussion on 16-17 academic year exit interviews

Dr. Meyer summarized the 2017 Faculty Separation report:

Report Data
- 27 faculty members left MU between 7/1/16 - 6/30/16
- Of those 27, 20 completed an online survey and met with Dr. Meyer for an in-person interview.
- Most of the separations were from A&S
- 14% of separating faculty were POC, 26% were women
- Nearly half of separating faculty had over 30 years at MU (retirements)
- Separating faculty were dissatisfied with collaboration opportunities within academic unit
- Separating faculty were dissatisfied with general diversity and tolerance for diversity on campus, but the satisfaction was higher in the community
- For separating faculty who weren’t retiring, all identified attractive external job offers as important factors
- Of faculty of color who left MU, none identified DI issues as a motivating factor

Suggestions from interviewed departing faculty
- More focus on identity and mission
- Improve leadership and research culture in academic units
- Increase number of female administrators
- Increase resources (financial, physical, compensation)
- Increase faculty of color

Takeaways
- Reasons for faculty of color are complicated and cannot be attributed to a single cause (e.g., campus diversity or lack thereof)
- Dissatisfaction with leadership at multiple levels is common theme

Dr. Meyer identified several programmatic changes that have been initiated to provide leadership opportunities and address DI issues:
1. Faculty FELOS (Faculty Exploring Leadership Opportunities) program
2. Training for department chairs
3. Mandatory HR leadership training for supervisors
A discussion ensued about offers and counter offers for faculty being recruited from outside institutions. Concern was raised if counter offers are being given. It was noted that faculty of color are vulnerable to being recruited elsewhere. It was noted that sometimes MU cannot make a competitive counter offer due to financial constraints.

Dr. Meyer will plan to return yearly to the CDE in the late fall/early spring to provide an updated annual exit survey/interview report.

2. DI award rubric- Noted that the current DI award rubric needs updating to strengthen the specific domains. Plan to work on this in the fall. Volunteers sought. Corrine and Karen expressed interest.

3. Female service loads in tenure and promotion. Committee was updated on the discussion Josh and Julia had with the provost recently. We would like to move ahead with a joint CDE and University Academic Senate “task force” to address the issue which the provost is in support of. Representatives do not necessarily have to be CDE members. Julia and Kali expressed interest.


Meeting adjourned 10:00