Committee on Diversity and Equity
Minutes
September 13, 2017

In attendance: Azari, Conway, Delgado, Egdorf, Grow, Knox, Robinson & Welburn

Meeting opens at 9:05

Introduction of New and Old Members:
    Round robin of introductions

Approval of Minutes & Housekeeping
    Minutes discussed and approved with minor changes
    Most grammatical
    CDE need to be the only entity mentioned when acknowledgement out work at
    the Awards ceremony, not the names of individual people

    Discussion of future minute takers (on list) and time of meeting (Second Weds 9-10)
    Note on Dec 13 as exam week, need to be aware, may need to move date & time

    Do we want to add reflection at beginning of meeting?
    Jean, suggests the note taker be the person
    Julie, would like to reflect on something in the news
    Unanimous decision to add this

Handbook Amendments Discussion
    We need to introduce changes, which we forwarded last year. Floor opens to
    discussion of narrative.

    Member questions what this actually means in terms of action
    We are resource to bringing concerns forward
    Member suggests we add we are just another resource
    Since it’s a statute rather than a regulation, there might be push back
    Expressed need to add clarity on what we do
    Noted that we sent guidance letter – be careful we are not a “resource on
    equity”
    Guidance is our strength – expanding our role may hurt us
    Member suggested that through William’s office add it to his website, not in
    statute
    Made note that our guidance letters were circulated to university P&T
    community
    Members questioned where do our letters go?
Member noted it’s true our letter can go to a wide of people. Statute is quite clear
Members agreed that we add a break after second sentence in first paragraph, to create new paragraph and alert Dale of change. Then write more details about providing guidance on William’s website.
Compared it to being a RA. Needs more clarity and add visibility Kali and Jessica will write up draft that will appear on William’s website when site is up for editing.

CDE Goals for 2017/18
Maybe we need discussion on where equity is handled (president’s or provost’s office or HR). Do we need an “Equity Office,” is a bigger discussion. Are there schools that have good examples (UWM, U-Oregon, Georgetown)? Maybe add to annual agenda Add new item for Equity Office in November (move tracking study for exit interviews to February)

Additional Items
Student members let students know that this committee exists regarding faculty concerns around D&I and promote awareness of that (part of Equity Office discussion)
Member suggests students review of schedule of topics for feedback

Shifting bias program to Joya Crear (student affairs) and away from William’s office. The author is limited. Member noted there seems to be overlap
Member noted desire for more structure – we can send guidance letter to Crear. May want to meet with her.

Dr. Gary Meyer is going to provide a narrative of feedback on faculty exit interviews. He used some of our measurement tools. Dr. Meyer will be ready to share in December with a full report in fall of 2018

Cynthia Ellwood (College of Ed), would like to talk about changing students’ evaluations and meet with CDE as a representative of the Committee on Teaching. Suggested taking out Adjunct and Clinical Faculty discussion in October and replacing with Dr. Ellwood. Chair will make contact and invite her.

Meeting ended at 10:02

Respectfully submitted, Jean Grow