

Committee on Diversity (CoD) October 26th, 2018 Meeting Minutes

Present at the Meeting:

Sarah Moore, Carrie Woods, Rachel Pepper, Kirsten Wilbur, Mary Aquiningoc, John Lear, Vivie Nguyen, Chad Gunderson, Steven Zophi, and Melvin Rouse

The meeting was called to order by Wilbur at 10:00am. Minutes from the September 21st, 2018 meeting were approved. Reports from BHERT are forthcoming as the latest meeting was cancelled. Reports from DAC are forthcoming as the next meeting is October 31st, 2018.

The first topic covered was Question 6 in regard to what was learned from the Curriculum Committee Representative at the Faculty Senate Meeting on October 2nd. Discussion centered around taking a 'two-prong' approach to Question 6:

1. A rewording of Question 6 specifically tailored for the Curriculum Committee. According to the Curriculum Committee specifications, this wording should address course content and course design.
2. In regard to Question 6 in the departmental review, the wording can be much more expansive in it's covering of diversity. Issues of pedagogy, hiring and retention, course offerings, recruitment and retention, etc. should be addressed with particular attention to the university's Diversity Statement and Diversity Strategic Plan

The second topic covered was edits and ideas for the Diversity Survey:

1. Specifically, edits to the Junior Faculty Mentorship section were discussed. It was brought up that many departments do not have a mentorship program at all, let alone a program for underrepresented junior faculty. Rouse mentioned that he and Benitez have been working on draft language for a university-wide mentorship program for underrepresented junior faculty; he noted that the language is particularly difficult with regard to new faculty that may not wish to identify themselves and those that have invisible disabilities.
2. The discussion then moved to the issue of the need for required university-wide diversity training along with the idea of chair-specific training.
3. With the intention of gaining more valuable feedback, another suggested addition to the survey was the question, "What type of help would be needed to further diversity in your department?"
4. The last addition discussed was a small segment at the end that will detail the response, results, and action to be taken after gathering answers to the survey. Possible venues suggested were the Chairs' Meetings and/or the Year-End Report.

The meeting was adjourned at 10:55.

Respectfully submitted,

Chad Gunderson