

February 22<sup>nd</sup>, 2019  
Committee on Diversity (CoD) Meeting Minutes

*Present at the Meeting:* Gwynne Kuhner Brown, Carrie Woods, Rachel Pepper, Kirsten Wilbur, John Lear, Steven Zopfi, and Melvin Rouse (Note Taker)

Meeting called to order by Lear at 10:03am

1. Previous meeting minutes were approved as written.
2. Announcements:
  - a. Brown announced there was room for a presentation by the committee to the faculty senate. Wilbur and Woods concurred, the presentation could serve as the committees mid-year report.
  - b. Scheduling of meetings, next CoD meeting March 8th @10am.
  - c. Liaison committees have not met, no reports.
3. Discussion of survey results:
  - a. The response rate was good, however, it is not clear which program did not respond.
    - i. Since the list is anonymous we are not sure if there are particular sectors of the university that are unresponsive to the survey...it is possible that departments most in need of this work are not participating.
      1. Qualitative responses may give us some clue as to who responded and who did not.
  - b. There are multiple ways in which these data can be used,
    - i. The CoD is willing to partner with the curriculum task force to assist their efforts by sharing our data re: departmental activities around diversity.
    - ii. It was questioned whether the CoD should focus on hiring, retention and development?
      1. One clear signal from survey, more training/workshop options are needed
      2. There are voices in favor of focus on a single effort rather than a multi-pronged approach, i.e. focus on hiring and retention for this semester and shift focus in the fall to the curriculum.
        - a. Lear noted that, " the ground is shifting beneath us" with regard to curriculum so it is not clear where the CoD can insert itself in that discussion. The committee members present reached consensus on the focus.
    - iii. It was suggested that for each search, a diversity liaison should be selected. It is currently not mandated, but, could be recommended as a best practice
      1. Zopfi noted that Benitez has developed a packet for diversity liaisons
4. meeting adjourned at 10:56am