

Diversity Committee Meeting
April 4, 2016

Present: Dr. Linda Black, Dr. Ali Hachem, Dr. Brandon Fox, Ms. Heather Munroe, Dr. Jannah Nerren

Unable to attend: Dr. Gina Causin, Dr. Jane Grayson, Dr. Frank Mullins, Dr. Tingting Xu

The committee met and discussed next steps for the Faculty Diversity Climate Survey. Discussion was:

- The goal is to put together a white paper, including recommendations for presentation as a preliminary report at the August 2016 faculty meeting
- Committee members responsibilities going forward:
 - Dr. Xu will run the final results to create a data report to send out to committee for individual analysis.
 - Ms. Monroe will code the qualitative data.
 - Each committee member will reflect upon the data provided by Dr. Xu to determine:
 - What is the climate of the college regarding diversity?
 - What are the themes or patterns in the data?
 - What conclusions can be made from the data per section of the survey?
 - What are the overall conclusions?
 - Are there patterns of discrimination across sections?
 - What recommendations do you have?
- The question was raised: can we match responses to facts about the person.
- The data could answer questions related to faculty and staff, gender, religion, ethnicity, disability, and age if disaggregated.
- It was determined that the committee would hold one more meeting to discuss individual findings in May
- Regarding the white paper, the group discussed dividing the responsibilities as such:
 - Introduction and Overview – Dr. Airen
 - Background – Dr. Black
 - Comparison to peer institutions – Dr. Fox
 - Methodology – Dr. Airen (as he would best know how the survey was constructed and why we chose to do it that way)
 - Data Sources- unassigned
 - Analysis and Findings –unassigned
 - Discussion and Implications- unassigned
 - Recommendations- unassigned

- Human Resources
 - COE (recruitment and retention)
- Timeline:
 - May reconvene with individual findings
 - If we do not look ready to report in August, then we will reconvene in August and continue to work with the goal of presenting in January.
- Dr. Nerren will provide the committee with a scheduling poll for the May meeting, a template for the white paper, a copy of the survey