

**Committee on Diversity
Minutes
April 23, 2012**

Committee Members Present: Kim Bobby, Wesley Dang, Lisa Ferrari, Zaixin Hong, Susan Owen, Michel Rocchi, Amy Ryken, Megan Sykes, Kurt Walls.

The meeting was called to order by chair Ryken at 8:00 a.m. Rocchi was appointed as the minute-taker. The minutes of the April 9 meeting were reviewed, and approved with the understanding that the committee annual report to the Faculty Senate be attached to the minutes.

I – Announcements:

- Ryken announced that the annual report to the Faculty Senate was delivered in person. A follow-up discussion ensued regarding the issue of posting the faculty narratives online.

The main points were:

- That representative samples be posted.
- That a protocol be established to inform faculty that narratives may be posted online,
- That the protocol include obtaining permission from faculty members to post their narratives online.
- That the location of posted narratives be communicated to faculty.

II – Diversifying the Applicant Pool: Diversity Liaison and Faculty Searches

- Review and Discussion:

- Recommend to AVP that an updated list of searches be available, and that an updated list of Department Diversity Liaisons be available.

- Recommend that the Chief Diversity Officer maintain contact with Department Chairs about current searches, and that efforts be coordinated between H.R. and the AVP office.

- Committee members reached a consensus that hiring and retention trends should be reported annually to the Faculty Senate.

- Committee members agreed that the above points be placed as agenda items for the start of the 2012-13 academic year. A discussion followed as to whether such a reporting mechanism be made part of the committee's annual charges to report to the Faculty Senate, or that the reporting be from the office of the AVP. The issue will be discussed more fully next year.

The meeting was adjourned at 8:55 a.m. after thanking Amy Ryken for her leadership role on the committee and to departing members for their service on the committee.

Respectfully submitted

Michel Rocchi