

Present: Czarina Ramsey, Carolyn Weisz, Aislinn Melchior, Oriel Siu, George Tomlin, Chad Gunderson, Nakisha Jones, Michael Benitez

Committee on Diversity Meeting
Thursday, November 20, 4 pm
WEYERHAEUSER 318E

1. Call to Order

2. Announcements

- i) The Wed@4 “Proposing KNOW Courses” session went well. Carolyn attended and reported that it was very helpful for people in the process of developing courses. Also, the approval process for KNOW courses is going well.
- ii) The former “Burlington Group,” those who proposed and pushed KNOW through, are organizing more opportunities for KNOW workshops/info sessions/talks tentatively planned for early spring, mid-spring, and early summer. Emphasis needs to be on longer workshops focusing on a balance between meeting the guidelines of KNOW with other discipline-specific requirements, especially in regards to course rubrics and overall course structure. The importance of bringing in an outside person to provide an ‘external lens’ in workshops was also mentioned. Potential for 2 day workshop w/stipend for faculty. Overall, the consensus is that KNOW still needs more courses with more faculty members providing more perspectives.
- iii) Aislinn attended a chairs’ meeting which touched on softening the language regarding background checks in regards to faculty searches.

3. Approval of minutes of 30 Oct 2014 mtg

- i) Approved amended minutes.

4. Committee discussion: prioritizing charges/organizing to fulfill charges (All)

- i) Diversity Liaisons: Michael Benitez reported that all the current faculty searches are going quite well, but emphasized the value of starting searches earlier in order to get a more diverse pool of applicants. A subcommittee, composed of Oriel and Carolyn, was formed to gather and compile hiring procedures across departments in an effort to share campus-wide methods/practices and be more transparent. A statement from the CoD will coincide with this information and include the following:
 - (1) Policies on how the Diversity Liaison is chosen. Options include, but are not limited to: a member of the search be chosen, an extra member of the department be chosen, or someone from outside the department be chosen.
 - (2) A recommendation that the chair of a search may not also serve as Diversity Liaison.

- (3) The Diversity Liaison be in direct contact with the Chief Diversity Officer and Dean of Diversity and Inclusion
 - (4) Reports from liaisons should be made available for review to inform future liaisons/searches.
 - (5) Acknowledging the important role that the liaison plays in the search process.
 - ii) Know Course Distribution: CoD will wait for more courses to be approved in order to determine the distribution.
 - iii) Hiring and Retention Data: Focus needs to be placed on confidentiality. Concerns are: who does the work to gather data, who reads the data, and can we expand the data pool (not just 3 years, but 10 or 15) in order to protect faculty members' privacy?
 - iv) Question 6: At present, the wording of Question 6 is very vague. Carolyn suggested that one area of emphasis needs to be linking curriculum with retention rates.
5. Report from CoD liaisons (as needed)
- i) Sexual and Gender Violence Committee: A sub-committee is looking at results from a study of procedures, rather than policies, in order to update and be aligned with institutions nationwide.
 - ii) BHERT: 22-21 cases have been reported this semester. 7 incidents of sexual misconduct have also been reported this semester. Online reporting tool in planning and development.

Meeting Adjourned

The Next Meeting Will Be Thursday, December 11th @ 4pm

Chad Gunderson