

## MINUTES: Diversity Council meeting, 9 October 2018

11am to noon, Cherry Room, Wadsworth Hall

### 1. Brief introductions, review revised Diversity Council charge

President Koubek attended briefly, reiterated our Council's top priority this semester: we are to provide advice to the President's Council on which issues (no more than 3) the University should prioritize. These priorities will receive support and additional funding from the Administration to ensure that they are completed.

The current Diversity Council's charge was revised over the summer of 2018 by Audrey Mayer, Lorelle Meadows, and Kellie Rafaelli. This draft was further refined by the President and Provost. The current charge is on the Council webpage (<https://www.mtu.edu/diversity/council/>)

Audrey will be addressing the University Senate on October 10<sup>th</sup> to provide a brief overview of the climate survey results and the Diversity Council's charge to develop prioritized recommendations from it.

### 2. Diversity Council Canvas course, other resources

Audrey described multiple sources where the Council's agenda, documents, and other resources can be found:

Meeting schedule and agendas: Diversity Council Google Calendar (the agendas will be available if you click on the event), Council webpage, Canvas

Documents: Canvas

Discussion boards (important if you cannot make meetings): Canvas

### 3. Climate Study response

#### a. Identify priorities

We discussed the handout prepared by Audrey (available on Canvas in the "climate study" module) as a starting point.

The Council decided that identifying some initial priorities, and then talking with the community for feedback on those priorities, would be important before presenting them to the President's Council. We discussed the following priorities:

1. Lack of training for department chairs, deans, and supervisors of staff. This was mentioned repeatedly throughout the climate survey, and some felt that the community would expect it to be a priority. A newly-funded NSF ADVANCE project has included training for chairs and deans in its proposal, and thus we might recommend that a program for staff supervisors be prioritized to the President's Council.

2. Nepotism/cronyism in hiring and promotion, Lack of advancement opportunities for staff. We discussed the lack of a system for non-union staff position classifications leads to haphazard promotions/raises of titles for some staff, while other staff were left behind. Under the direction of VP David Reed, HR has been instructed to develop and use a classification system for

titles/positions with newly hired staff, and we can recommend that this system be extended to all staff. The new Chief Financial Officer, when hired, will oversee this process.

There was a concern that underrepresented minorities were not well-captured by the survey (given their small number) and that our Council should work hard to ensure that we have adequate information on their needs and concerns.

In the past, the Diversity Council visited many student organizations to gather information like this, and Audrey will retrieve the documents on those efforts from the Council's Google folder and put them in Canvas.

There was a concern that our priorities from the Climate Survey be closely tied to diversity and inclusion efforts

We also discussed the relationship between the campus and the local community, and the overlap between concerns on campus

Josh Loar (VPA) has finished a research project, interviewing many local community members. Audrey will investigate whether Prof. Loar is amenable for us to have access to his work, especially information that might help us with the climate survey priorities and/or our future Council work.

Priorities that need more discussion:

Neptotism and diversity, Spousal accommodations and diversity... view it instead from the perspective of "rewarding privilege"?

At some point soon, we may want to identify things that are not something the Council would prioritize (take them off the list)

b. Create subcommittees (if necessary)

After our priorities are identified, we may utilize subcommittees (one per priority)

c. Generate timeline for tasks, report to President's Council

The President prefers that we provide the President's Council with prioritized recommendations by the end of the Fall 2018 semester

4. Set future meetings (in person, Canvas discussion boards)

Audrey will send out a Doodle poll for in-person meetings, and will set up discussion boards for work between meetings

5. New business/priorities for next Council meeting

We briefly discussed a new University Senate policy that will harmonize the diversity literacy training requirements for members of search committees (currently now required for faculty searches, proposed to be required for department chair and dean search committees). We also discussed whether it would be prudent to extend this requirement also to faculty who serve on CAPTR (Committee on Academic Promotion, Tenure and Review), a committee which reviews grievances regarding tenure and promotion cases.

Adjourn