

Appendix 8: Annual Meeting Minutes for FDDE

FDDE Meeting Minutes September 1, 2010

Attendance in person: Susanne Janecke, Sherry Marx, Jennifer Duncan, Reza Oladi, Maria Cordero, Chris Neale, Nick Morrison, Lucy Degadillo

Attendance via Wimba: Vini Exton and Donna Carter

Guest: Yolanda Flores-Nieman

Excused: Alison Cook and Karen Mock

1.) Welcome & Introductions: Jennifer welcomed the 2010-2011 Faculty Diversity, Development, and Equity committee members and each participant introduced him/herself.

2.) Visit with Vice-Provost Yolanda Flores-Nieman: Dr. Flores-Nieman visited with our committee about how she might be able to advance FDDE causes through her connection with the Provost and upper level administration. The Provost has indicated that advocating for the FDDE is officially part of her charge and she asked to be kept informed about our priorities.

Dr. Flores-Nieman also let us know that the FDDE committee's membership would be invited to breakfast on September 16th with Brenda Allen (communications specialist at the University of Colorado at Denver). Breakfast will be in Champ Hall and will be a time for informal conversation. Dr. Allen will be giving a public talk about inclusive pedagogy later in the day as a part of the Provost's lecture series.

She also wanted to talk to us about last year's FDDE report on the AA/EO office. (Jennifer had provided her with this document over the summer.) She commended the committee on our research into this matter, but recommended that we change our approach. President Albrecht sees the AA/EO office as strictly a compliance office. The President is also concerned that if a complaint were filed, the accused might be unhappy that the complaint is going through the advocacy office. There is a concern that advocacy and compliance need to be separated. Dr. Flores-Nieman suggested that we should simply propose what we really want—a separate advocacy office. She suggested that we convert our letter into a proposal to fully separate the advocacy function from the role of the AA/EO office. This letter should be directed to the President. She believes that if we sell the president on this, he'll find the resources.

The group began a discussion of what our other priorities might be for the upcoming year:

Maria Cordero mentioned sensitivity training on Issues that are important to faculty of color. Do we want to look at required or voluntary training opportunities? How would this fit in with a proposed Advocacy Office?

Jennifer Duncan said that she was interested in making sure that women on campus had adequate access to breastfeeding rooms (per Section 7 of the recently amended Fair Labor Standards Act (FLSA)). See Fact Sheet #73: Break Time for Nursing Mothers Under the FLSA from the U.S. Department of Labor Wage and Hour Division. Jennifer asked each committee

member to do a bit of research to see if there were adequate nursing and pumping facilities for the people in their units.

Sherry Marx mentioned that she wanted to see an improvement in the way that the university conducts sexual harassment prevention training (and that this training should likely be moved out of AA/EO.) Nick wondered if there might be a way to do this online?

Nick Morrison brought up that we had wanted to talk about how to improve the process of moving from Associate to Full. We also discussed that he had worked on this with Dr. Flores-Nieman in the College of HASS. We also discussed that we were concerned that women and people of color had appropriate mentoring for leadership opportunities. Maria Cordero is particularly interested in this matter as well.

Susanne Janecke questioned why we were not discussing improved infant care on campus. Jennifer indicated that this had been a matter of serious concern during the first year of the committee's existence and that this fall the first infant care facility had opened in the new Emma Eccles Jones building. However, the number of spaces (particularly those guaranteed for faculty) is extremely limited and the cost is very high. Jennifer said that she would be willing to advance this issue again in the coming year.

Maria mentioned that we had once thought of addressing eldercare. (Note: When we worked on the parental care giving leave policy we initially attempted to include an eldercare option as well. In the interest of successfully amending the code to include the parental policy, we dropped the eldercare.) Perhaps we should revisit this as an issue now.

3.) Initial discussion on data gathering: The first charge to the FDDE Committee is “to collect data and identify and promote best practices for faculty development, mentoring, and work environment to facilitate the success of diverse faculty at all career levels.” The data initially produced by this committee originated with the Advance Grant; however, we are not limited to producing reports tied only to those data elements. As soon as possible, Jennifer would like us to determine what data elements we would like to gather going forward. She asked each person to come up with a list of these data elements that we could discuss at the next meeting. By the end of the year, Jennifer would like to produce some sort of documentation that will detail data sources, data storage, data reporting formats, etc. so that the committee will be able to produce useful time series data going forward.

4.) Update on the President's Diversity Committee (Sherry Marx had to leave early but will fill us in at October meeting.)

Other announcements and concerns:

1. Nick Morrison informed us that we would soon have a new member from the Caine College. It will likely be Alexa Sand from the Art Department.
2. Chris Neale discussed the fact that we would soon lose all of the founding members of the committee and it would be a good idea to document our institutional memory—perhaps create an archive of issues that we have addressed in any way. (This suggestion goes along with Jennifer's priority of having a data gathering and management plan above.)

FDDE Meeting Minutes October 6, 2010

Attendance in Person: Susanne Jaecke, Jennifer Duncan, Reza Oladi, Maria Cordero, Chris Neale, Nick Morrison, Alexa Sand, Lyle Holmgren, Karen Mock

Attendance via Wimba: Vini Exton

Excused: Lucy Degadillo, Sherry Marx, Donna Carter

- 1.) Nick Morrison voted to approve the minutes, Alexa Sand seconded. Minutes unanimously accepted.
- 2.) Discussion about the priority issues for the committee this year

Susanne suggested that we poll our college constituents about what issues they feel are the most important. Jennifer said that the Library had SurveyMonkey and that she would be able to put together a survey for each of us to send out. We will use the issues identified from the prior meeting as well as a few others identified during the course of the October 6th meeting (see Appendix A) and ask for a ranked list. **Jennifer will send the suggested topics out to the group for feedback in the next week and then have the survey built.** Hopefully we can have results by the next meeting.

With regard to priorities at the previous meeting:

Susanne mentioned that she had the opportunity to visit the new “Children’s House.” She has heard through the grapevine that some parents are not satisfied and that the infant room is not full. The committee was very surprised to learn that faculty were not taking advantage of the infant room because a lack of infant childcare has consistently been identified as a problem. Jennifer and Alexa suggested that cost might be an issue. We discussed whether or not this problem was a matter for this committee and decided that it might be helpful to have the center director visit with the committee and perhaps have the committee take a fieldtrip to the center. **Jennifer said that she would identify the director and approach him/her about potential dates for this visit.** We would like to be able to help the center in any way we can.

Jennifer will contact Ann Austin to see if she can help identify nursing rooms on campus. Nick Morrison said that the Caine College Dean’s office might have a small space to renovate for such a purpose if necessary.

Nick Morrison is going to be the point person for our discussions on moving from Associate to Full. We had a brief discussion about whether we wanted to focus on building a mentoring program or look at a code change. If the former, Nick suggests that we work with Yolanda Flores-Nieman to implement a program. Regarding the latter, **Nick is going to review the code and summarize what he understands the current policy/procedure to be. Maria said that she will talk to Yolanda Flores-Nieman about how the administration sees the recently codified separation of mentoring and evaluation roles in the P&T committees.**

Chris identified another issue of concern for our committee: salary compression and inversion. We will include this on our survey and, if there is a high level of interest, Chris will assume the point role for this issue.

Alexa also suggested that we investigate how to create a more GLBT friendly workplace environment. She reported that GLBT students have expressed to her that it is certainly not encouraging when faculty don’t feel comfortable being out themselves.

3.) Discussion of data-gathering

Jennifer put potential data points up on the whiteboard and asked for feedback. We compiled an initial list (attached as Appendix B). **Jennifer will send the list out to the committee to see what else we might want to gather.** We will need to start putting together the plan by December.

4.) Meeting adjourned at 3:30

Appendix A: Items to Rank for Survey

Faculty sensitivity training for diversity

Improving the sexual harassment prevention training program currently offered by the AA/EO office

Improving campus climate for GLBT faculty by creating a better workplace environment

Addressing salary compression/inversion

Improving childcare options for faculty parents

Improving the process of moving from associate to full

Eldercare support for faculty

FDDE Minutes

December 1, 2010

2:30-3:30 in Library Faculty Seminar Room

Proposal for a Diversity Office

Sherry, Ali, and Alexa will continue to revise this proposal and hopefully meet with Vice Provost Flores Niemann about the viability of establishing a center.

Promotion from Associate to Full—Current Policies & Procedures

Children's House Pricing

We have tabled further discussion about this topic after having ascertained that we are probably in alignment with our peers both in terms of cost and availability of care.

Nursing Rooms Update

Jennifer will draft a letter for the Provost

Policies and Procedures for electing to take care giving leave

We should probably review policies and procedures for this process going forward.

Visit from Yolanda Flores-Niemann

There is the opportunity to participate in the HERI Faculty Survey through UCLA. Jennifer will draft a letter requesting funds from VP Morales and circulate among the committee.

FDDE Agenda: January 12, 2011, 2:30, Library 208

Present: Lucy Degadillo, Reza Oladi, Karen Mock, Alison Cook, Jennifer Duncan, Nick Morrison, Sherry Marx

Approve Minutes

Sherry Marx motioned to approve, Karen Mock seconded, unanimously accepted

HERI Survey Update

Jennifer Reported that at the last meeting of James Morales' Diversity Committee meeting there was some objection to considering our suggestion that his committee use funds from their small grants to fund the HERI survey (see attached) had not been validated by the full Faculty Senate. Jennifer Spoke to Vince Wickwar, President of the Faculty Senate, who put this matter on an expedited track for reporting at the February Faculty Senate meeting. This means that Jennifer will report at the January meeting of Faculty Senate Executive Committee to try to get support from that group first.

Lactation Room Update

There has been some interest in this matter across campus even though the letter has never been circulated. Chris Hailey in Engineering called Jennifer to say that they were planning to ask the Women's Center to remove the nursing room designation from the Engineering, which is actually designed as an ADA Accessible restroom rather than a lactation room. Jordy Gurth is also interested in incorporating these types of designs into new buildings. Where to go from here? Perhaps contact Beth Foley to see if something can be added into the new Education building?

Diversity Center Update

Yolanda suggests that Sherry and Jennifer meet directly with Stan and Ray to consider what the best strategy for promoting a diversity center might be. Jennifer will see if it is possible to meet with administration regarding this matter. Nick also suggests talking with Vince Wickwar first, perhaps having him at one of our meetings. Jennifer will also try to talk to Vince and see what his initial impressions are.

Strategy Going Forward???

All activity coming out of FDDE must be approved by Faculty Senate. Any of the initiatives we have been working on will require a standard-bearer going forward. Jennifer will not be on the committee next year, nor will Sherry or Chris Neale. Alison Cook will also probably be away. We need to identify people who will be interested in leading on these issues going forward.

Parental Caregiving Leave

No time to discuss this matter

Adjourned at 3:30