



Grad School Equity and Diversity Committee Meeting

Date: April 10, 2014
Start/End Time: 2:00 – 3:00 PM
Location: 350 Bascom Hall

Attendees:	<p>Present:</p> <p>Darrell Hamilton – PSL, Chair Kory Breuer – Wisconsin Institute for Discovery Mary Butler (MB) Ravneberg – Graduate School Toni Gunnison – UW Press Deborah Hartley – Primate Center Sheila Hessman – Institute on Aging Jessica Karis – Molecular Biology Daniel Kleinman – Graduate School Anne Moser – Aquatic Sciences Center Terri Peck – Waisman Center Nina Porcaro – BioTech Center Mark Wegener – Arboretum</p> <p>Absent:</p> <p>Rebekah Franklin – RARC Isabelle Girard – Biotron Marchel Hill – Molecular Virology Julie Karpelena (Ex Officio) Andres Mejia – Primate Center Russell Schwalbe – Graduate School Maria Vasys – SSEC</p>
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Scribe	Terri Peck, Waisman Center
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Pre-meeting Preparation:	Review agenda, March minutes
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AGENDA	WHO
Welcome: The meeting was called to order at 2:00 by Darrell Hamilton.	Chair
Minutes: The minutes were reviewed and accepted.	All
Slide Show Review Darrell reviewed with the Committee the slide show that was part of the recent Ad Hoc Equity & Diversity reception. The Graduate School slide show and one other	

<p>section were part of the E&D slide show. Darrell spoke to our committee regarding this meeting, specifically: 1) Darrell was the emcee; 2) the meeting was at Union South and was by invitation only; 3) Patrick Sims and a few others spoke.</p>		
<p>Old Business: None at this point.</p>		
<p>New Business:</p> <p>1. Darrell reported on his call to Dean Martin Cadwallader. They had a pleasant conversation. The basic message from Martin was if we have any changes or ideas for improvements; please let him know before August, 2014. Martin will have a briefing book for his replacement(s). Neither position has been posted yet.</p> <p>2. Mary Butler (MB) Ravneberg, on behalf of the Professional Development Subcommittee handed out "Strengths Finder" books and briefly discussed. The committee will talk about more as a group at our next meeting--once everyone has had a chance to read Section I and take the on-line strengths finder questionnaire. In order to complete the on-line questionnaire, you will need the code from card in Strengths Finder Book. If you do not have a book, please contact MB. The on-line questionnaire is timed, so make sure to answer quickly. It would also be a good idea to read Section II of the book for our discussion for next time.</p> <p>3. Darrell briefly reviewed with the Committee the cover letter and draft document from the UW Ad Hoc Diversity Planning Committee. If our committee is going to respond as a group, we will need to respond quickly. We decided to concentrate on recommendations #2 and #7 (below). Please review and be ready to contribute to our committee's response at our next meeting.</p> <p>Recommendation 2.1: Strengthen the existing diversity infrastructure by reviewing the role of the Multicultural/Disadvantaged Coordinator (MDC) and the Equity and Diversity Committee (EDC) in each unit, to determine the best way to fully integrate the MDC and/or EDC into the daily practices and broader planning for diversity and climate activities. Each unit will prepare an annual report of progress made toward achieving its stated diversity and climate goals. Drawing on the best practices of some divisions, it is recommended that a regular cycle of divisional reviews be established for the evaluation of progress toward diversity and climate goals.</p> <ul style="list-style-type: none"> • Stakeholders: MDCs, EDCs, and Associate Vice Chancellor for Diversity. • Implementation: University senior leadership (Chancellor, Provost, Vice Provosts, Deans, Directors and other governing boards that may be established.) • Short-term Indicators of Success: Each academic and administrative unit will actively engage in developing its diversity goals and mechanisms for achieving those goals, and will provide a transparent, publically available accounting of their progress toward those goals. • Long-term Indicators of Success: In addition to an accounting of progress toward its stated diversity goals, Deans and Directors will be evaluated based on their unit's progress toward achieving its stated diversity goals. • Rationale: As a large and administratively distributed campus, diversity efforts must be intentionally coordinated. As such, each academic and administrative unit on campus needs its own coordinated diversity plan. <p>Recommendation 7.1: Support departments, schools, colleges, and administrative units to form mentoring committees that better meet the continuing needs of new faculty and staff members by effectively pairing each new hire with a mentor (or group of mentors). This recognizes the variety of mentoring styles and needs of different communities and individuals,</p>		

<p>particularly members of underrepresented groups. .</p> <ul style="list-style-type: none"> • Stakeholders: Faculty and Staff. • Implementation: Vice Provost for Faculty and Staff; Deans and Directors, Department Chairs • Short-term Indicators of Success: Appropriate Mentor(s) both formal and informal. • Long-term Indicators of Success: Increase retention and satisfaction rates. • Rationale: In order to support the diverse needs of incoming faculty and staff in leadership positions, new hires need to be capable of engaging across difference. Preparing new faculty and staff to be successful and well-rounded may require multiple mentors with different strengths. 		
<p>Next meeting agenda and action items: 1. Read Section I (optional Section II) in Strengths Finder Book. 2. Take on-line strengths finder test (need code from card in Strengths Finder Book). 3. Review recommendations #2 and #7 in draft Ad Hoc Diversity Planning Draft document—be ready to discuss how our committee could respond to these recommendations.</p>		
<p>Meeting adjourned at 3:00</p> <p>NEXT MEETING WILL BE: May 8, 2014</p> <p>Room 350</p> <p>Scribe: WI Institute for Discovery, Kory Breuer</p>		