

	<b>VCRGE Equity and Diversity Committee Meeting</b>		
	<b>Date: February 12, 2015</b> <b>Start/End Time: 2:00 – 3:30 PM</b> <b>Location: 52 Bascom Hall</b>		
<b>Attendees:</b>	<b>Members:</b>	<b>PRESENT</b>	<b>ABSENT</b>
	Kory Breuer – WID		O
	Wayne Davis – Biotech	X	
	Rebekah Franklin – RARC	X	
	Isabelle Girard – Biotron	X	
	Toni Gunnison – UW Press		O
	Darrell Hamilton – PSL, Chair	X	
	Deborah Hartley – Primate Center	X	
	Sheila Hessman – Institute on Aging	X	
	Anita Herrick – WIPAC		O
	Marchel Hill – Molecular Virology	X	
	Julie Karpelenia – Graduate School	X	
	Daniel Kleinman – Graduate School		O
	Andres Mejia – Primate Center		O
	Anne Moser – Aquatic Sciences Center	X	
	Nina Porcaro – BioTech Center		O
	Mary-Butler Ravneberg – Graduate School		O
	Jessica Skarlupka – Cell & Molecular Biology		O
	Eric Thompson (alt for MVasys, SSEC)	X	
	Maria Vasys - SSEC	X	
Mark Wegener – Arboretum	X		
Choutae Yang - Waisman	X		
Gwen Walker (alt for TGunnison, UW Press)	X		
Meeting Purpose/Outcomes:	VCRGE updates on restructure and organizational charts VCRGE's initiatives and VCGRE E&D Committee role		
Scribe	Isabelle Girard, Biotron		
Pre-meeting Preparation:	Review December 2014 minutes. Review October 2014 minutes.		

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AGENDA	WHO
<b>Welcome:</b> The meeting was called to order at 2:01 by Darrell Hamilton.	Chair
<b>Introductions</b>	All
<b>Review and approval of October minutes</b> Motion to approve, seconded. Approved by unanimous vote.  <b>Review and approval of December minutes</b> Motion to approve, seconded. Approved by unanimous vote.	All
<b>Committee Reports</b> No committee reports.	Committee Chairs
<b>Other Business: VCR Marsha Mailick - updates on restructure of VCRGE; VCRGE initiatives and VCRGE E&amp;D Committee role</b>  1. Marsha Mailick introduced her goals for her attendance: sharing updates from the OVCRGE; and listening to the committee's to understand recent work and current projects.  2. Review of the VCRGE and Graduate School organization chart. All Centers are linked with one of four divisional Associate Vice Chancellors (title change from Associate Deans, same function). HR, Accounting and IT serve both Grad School and Research Programs (Centers). The design theory is to provide linked leadership with distinct but integrated entities.  3. Together, the OVCRGE maintains its focus on research, graduate education and research centers. That hasn't changed.  4. There are five advisory groups: University Research Council, GFAC, Grad School APC, Equity and Diversity, CASI. The latter two continue to serve both centers and grad school.  5. WARF provides consistent and increasing support (reinvestment) for research.  6. Several committees and working groups support the restructuring and research. Scientific Core Resources is one such committee that focuses on creating an inventory of services and a portal to access and learn about resources. UW Chancellor has a new budget model, to be rolled out slowly, and as this is introduced, VCRGE Research Center group will help implement and integrate it.  Marsha asks about Eq&D: What have you been working on? What are the priorities? What goals do you have for the future?  Darrell: Sometimes we feel like we lack direction. Do you expect the new HR	VCR Mailick

<p>system to make things work more smoothly?</p> <p>Julie K: Streamlining the classified processes with recruitment and hiring will help, and make things easier, there will be more flexibility but we will be held accountable. We will definitely gain efficiencies.</p> <p>Marsha: We will be able to be more goal-oriented rather than process oriented. I don't know that this will have an effect on equity and diversity issues.</p> <p>Choutae: We also wonder about the many ad hoc committees and how we relate to them will help us understand our role.</p> <p>Julie: Brief review of climate survey history. Perhaps plans for reinstating the survey. Unclear about who would be generating campus-wide climate surveys.</p> <p>Discussion about climate surveys and annual reviews. Talked about challenge of being in "holding" pattern and waiting for changes to settle. Ideas for revising the climate survey. Julie K will find out status of the campus-wide survey. Marsha wonders if the committee needs to wait for campus direction on HR, diversity framework, and budget. Marsha encourages us to try to achieve goals of our committee. Marsha stresses the importance of staff as the backbone of the university with long-term commitments to service.</p> <p>See copy of Marsha Mailick's presentation &lt; Equity and Diversity &gt;.</p> <p>TO DO: update all Eq&amp;D committee materials to reflect VCRGE instead of Grad.</p>	
<p><b>Discussion of climate surveys</b></p> <p>VCR Mailick favors conducting the survey and recommends against waiting for any campus-wide action. After VCR Mailick's, committee reviewed strengths and weaknesses of previous surveys. What is value of survey? Do the directors actually complete the survey? Is the information valuable? Is the survey too long? How do we preserve anonymity? How do we present the data?</p> <p>Chair Darrell recommended that we take up the topic of the surveys at the next meeting.</p>	
<p><b>Next meeting agenda items: Discuss the APP document</b></p>	Darrell
<p><b>Adjourn at 3:15.</b></p>	
<p><b>NEXT MEETING: March 12, 2015, Room 52 Bascom Hall</b></p> <p>TO DO: review the previous climate surveys. Check website.</p>	All
<p><b>Future minutes: Sheila Hessman, Institute on Aging</b></p>	