



**Grad School Equity and Diversity Committee Meeting**

**Date:** April 14, 2011  
**Start/End Time:** 2:00 – 3:30 PM  
**Location:** 350 Bascom Hall

**Meeting Purpose/Outcomes:**

**Guest: Steve Pearson – Employee Assistance Office**

**Note Taker:**

**Chris Moore, Alternate, SRC**

**Attendees:**

**Present:** Peter Vanderveer (Biotron), Toni Gunnison (UW Press – new member), Carey Hannan (RARC), Karen Aune (PSL), Esther Olson (SRC-Chair), Anne Moser (Aquatic Sciences Center), Michelle Holland (Molecular Biology), Marchel Hill (Molecular Virology), Nina Porcard (Biotechnology Center), Molly Fifield-Murray (Arboretum), Laurel Bacqué (Ice Cube), Alissa Ewer (Grad School), Jennifer Pang (Waisman Center), Nina Porcard (BioTech).

**Absent:** Sheila Hessman (Institute on Aging), Kate Kaminski (Primate Center)

----- AGENDA ---

AGENDA TOPICS	WHO	TIME, HOUR
<b>Welcome, Minutes, Announcements, Agenda Review</b> <ul style="list-style-type: none"> <li>Meeting minutes approved with minor corrections</li> </ul>	Chair	5 minutes, 2:00
<b>TOPICS:</b>		
<b>Guest: Steve Pearson – “When to do a climate assessment.”</b>  Steve Pearson touched on various topics including:  S.P. questioned the usefulness of climate surveys: <ul style="list-style-type: none"> <li>It is important to know the exact exactly why one is doing a survey. One really needs to be able to answer the following questions a) What do we want to find out?, b) How come?, and c) Are we using the survey to get to the one person who is not helpful?</li> <li>Climate surveys conjures up certain responses including “about time”, “what is it about,” or “here we go again”</li> <li>The problem is what to do with the results.</li> <li>He also thinks that survey questions are fateful.</li> </ul>		75 minutes; 2:05

Instead, they are looking at piloting an employee engagement survey

- He is convinced that these kinds of surveys' are better than climate surveys. They are based on a book written by people from the Gallup organization ("First, Break All the Rules" ). This book has 12 questions that are considered:
  1. Do I know what is expected of me at work?
  2. Do I have the materials and equipment I need to do my work right?
  3. At work, do I have the opportunity to do what I do best every day?
  4. In the last seven days, have I received recognition or praise for doing good work?
  5. Does my supervisor, or someone at work, seem to care about me as a person?
  6. Is there someone at work who encourages my development?
  7. At work, do my opinions seem to count?
  8. Does the mission/purpose of my company make me feel my job is important?
  9. Are my co-workers committed do doing quality work?
  10. Do I have a best friend at work?
  11. In the last six months, has someone at work talked to me about my progress?
  12. This last year, have I had opportunities at work to learn and grow?
- All units reporting to Darrell Bazzell will do this. The survey will touch on Supervisor Relationship, How engaged are we in our work, how comfortable, etc. Joan Steven from the Survey center will give them out.

The problem with surveys is that usually they are anonymous. He made the point that if people feel uncomfortable putting their name down, then the environment is not safe.

This led him to his main point: that an un-safe environment is due the kind of leadership that exists. So we should be focusing on what kind of leaders we have and their training. If there is a problem employee then most likely there is a problem with the supervisor

**Leadership Quality/Training is Key**

- In group surveys with leadership questions (and the leader is involved in making the questions), are they prepared to deal with the answers? Are they prepared to change? A leader should model this behavior, and provide learning opportunities for other leaders in the group.
- Ask directors: what are you doing to enhance your leadership and your supervisors? (most people quit their supervisors, not

<p>their organizations)</p> <p>Responses to Steve Pearson’s presentation:</p> <ul style="list-style-type: none"> <li>• Instead of climate survey focus on leadership training.</li> <li>• We come from science base center so surveys fit what people expect.</li> <li>• Still have surveys but focus on leadership questions.</li> <li>• So focus on many different tools – all these tools on the website.</li> <li>• We found climate survey’s are not the only answer.</li> <li>• Best practices for supervisors – a tool give to Martin Caldwellader to give to center directors, to supervisors. Have Steve’s office put something together.</li> <li>• Give up on climate survey.</li> </ul> <p>May Agenda</p> <ul style="list-style-type: none"> <li>• Hear from sub-committees on what was decided in March meetings.</li> <li>• Review on what this committee has done (including annual report) (10 min).</li> <li>• Exit Interview Draft Questions</li> <li>• Best Practices</li> <li>• Chair – Sub committee makeup</li> <li>• Internal Materials Organizationa</li> </ul>		
<p><b>NEXT MEETING WILL BE: May 12, 2011; Scribe: Toni Gunnison – UW Press</b></p>		
<p><b>Akm 6/7/11, from email 4/26/11</b></p>		