

GRADUATE SCHOOL EQUITY AND DIVERSITY COMMITTEE MEETING MINUTES

Thursday August 20th , 2009 ▪ 2:30 p.m., 350 Bascom Hall

Scribe: Terri Wipperfurth

Present:

- ✓ Karen Aune (PSL)
- ✓ Joe Bisognano (SRC)
- ✓ Susan Cook (Graduate School)
- ✓ Wayne Davis (Bio-Tech)
- ✓ Molly Fifield-Murray (Arboretum)
- ✓ Sheila Hessman (Institute on Aging)
- ✓ Marchel Hill (Molecular Virology)
- ✓ Michelle Holland (Molecular Biology)
- ✓ Terri Klouise (Aquatic Sciences)
- ✓ Esther Olson (Committee Chair)
- ✓ Barry Standorf (Animal Resources)
- ✓ Peter Vanderveer (Biotron)
- ✓ Terri Wipperfurth (Ice Cube)

Absent:

- Carey Hannan (RARC)
- Maya Holtzman (Graduate School)
- Kate Kaminski (Primate Center)
- Julie Karpelenia (Graduate School)
- Kathleen Kline (Aquatic Sciences)
- Gayle Love (Institute on Aging)
- Patricia Mitchell (Waisman Center)
- Kristin Pernic (PSL)
- Jean Phillips (SSEC)
- Russell Schwalbe (UW Press)
- Denise Weidner (Primate Center)

Call to Order: Esther Olson, Chair, convened the meeting at 2:30 p.m.

Minutes: July minutes were approved as written. One correction was made on the June minutes.

Announcements:

1. Upcoming opportunities:

- Community: The Structure of Belonging. 9/15/2009 9:00 AM at the Memorial Union, Lakefront on Langdon
- Social Artistry Study Group. 11/4/2009 2:00 PM at 220 Ingraham Hall.

Reports:

1. Professional Development series by Marchel Hill

Target Audience: GSE&D Committee and up to two additional representatives from each center (30-50 people).

Late September or Early October

Improving Climate from Where you Sit (1 hr) w/Don Schutt

Organizer: Karen

Late November or Early December

I Lost My Motivation. Please Return to its Rightful Owner (1 hr 15 min) w/Dawn Rekoske

Organizer: Michelle

Late February or Early March

Practicing Civility: Promoting Respect (1 hr 30 min) w/Steve Pearson

Organizer: Marchel

Late April to Early May

Title TBD to tie it all together (Time TBD) w/Harry Webne-Behrman

Organizer: Terri

All of the seminars should be free. We will ask for a budget for snacks and refreshments.

2. Damon William's update by Esther Olson

Esther has had difficulty communicating with Damon Williams. It appears that the series of round tables from his office have been languishing. Esther would like to be part of the planning process and is hopeful that in addition to the emphasis on students that staff and faculty will also be included.

Discussion Items:

1. Possible Graduate School Reorganization

Molly Fifield-Murray asked about the status of a possible Graduate School Reorganization. Discussion was focused on the possibility of moving the research piece of the Graduate School to the Provost and the process that is being identified to make that happen. Center Directors were sent an email on this issue (see attached).

2. Center Director Meeting (Purpose: To draft a structure for the Fall Center Director's meeting.)

- Opening Event – Kate (absent).
- Date and Logistics – Molly
 - Peggy was sent a request of given possible dates on July 24. Molly will follow up.
- Best Practices – Barry, Michelle, Marchel
 - Minor revisions were made to the best practices summary that will be distributed (see attached). We needed an example of equity/fair treatment. After a lengthy discussion about the differences between academic staff and classified staff, the following example was agreed upon: Universal enforcement of policies across the work place and sensitivity to real and perceived differences between academic staff and classified staff.
 - The recruiting sites hand out has been finalized and will be handed out (see attached).
 - The climate survey template is also ready for distribution (see attached).
- Connection with Campus Programs – Esther
 - Esther will meet with Damon to discuss on 8/26/2009.
- Draft Agenda – Esther
 - Esther will work with Martin Cadwallader to create an agenda for the meeting.
- Request feedback and commitment
 - Directors will be asked to provide feedback and commit to a strategy for improving E&D/climate.

Meeting adjourned: 4:00 p.m.

Next meeting:

Date: Thursday, September 10, 2009
Time: 2:30 – 4:00 p.m.
Location: Room 350, Bascom Hall
Scribe: Molly Fifield-Murray (Arboretum)