



Grad School Equity and Diversity Committee Meeting

Date: Feb, 13th 2014
Start/End Time: 2:00 – 3:10 PM
Location: 344 Bascom Hall

Attendees:

Present:

- Sheila Hessman – Institute on Aging
- Darrell Hamilton – PSL
- Toni Gunnison – UW Press
- Carrie Arneson – Waisman Center
- Maria Vasys – SSEC
- Julie Karpelena (Ex Officio)
- Mary Butler (MB) Ravneberg – Graduate School
- Wayne Davis – BioTech Center
- Terri Peck – Waisman Center
- Marchel Hill – Molecular Virology
- Mark Wegener – Arboretum
- Kory Breuer – Wisconsin Institutes for Discovery
- Jessica Karis – Molecular Virology

Absent:

- Anne Moser – ASC
- Anita Herrick – WIPAC
- Isabelle Girard – Biotron
- Rebekah Franklin – RARC
- Andres Mejia – Primate Center
- Deborah Hartley – Primate Center
- Drew Wielgus – RARC (visiting)
- Chris Moore – SRC
- Russell Schwalbe – Graduate School
- Daniel Kleinman – Graduate School
- Michelle Holland – Laboratory of Molecular Biology

Scribe

Maria Vasys – SSEC

Pre-meeting Preparation:

Review sub-committee reports - plans

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WELCOME, MINUTES, ANNOUNCEMENTS, AGENDA REVIEW

WHO

Welcome: The meeting was called to order at 2:03 by Darrell Hamilton.

Chair

<p>Introductions were made, and two new members were in attendance, Mark Wegener and Kory Breuer. They were provided with welcome packets and invited to choose a subcommittee to join. Darrell described his eighth trip to Antarctica.</p>	
<p>Minutes: The minutes were approved after discussion of the wording of the Chair's vision. Julie Karpelenia brought up the question of how accounting for participation in the committee was handled.</p>	
<p>Sub-Committee reports – plans for the year</p> <p>Ad Hoc: Sheila reported that the Ad Hoc Subcommittee decided to suspend the annual report due to the negative feedback from last year's report. There were many E&D committee members that voiced their opinion that the reports were biased and did not accurately report some important issues that the directors are not made aware of.</p> <p>They considered rewriting the report questions, but because Martin's tenure coming to an end, they preferred to not start a project that would not be used or wanted by his successor.</p> <p>Professional Development: Although this subcommittee did not meet in November, had previously discussed bringing True Colors, Strength Finder or a shortened version of Myer-Briggs to the full committee. MB Ravneberg suggested that time be set aside at the March committee meeting to introduce a self-assessment test.</p> <p>Communications: Toni Gunnison pointed out the up-to-date Grad School web site for the Equity and Diversity Committee. Marchel Hill noted that the new site was easy to navigate. The Glossary has now been posted, and the committee asked for comments on the Tool Kit and Best Practices sections, especially from Human Resources, about how these compare to others in use. It was suggested that every center submit a paragraph on diversity efforts as well as pictures or a logo for a gallery of members to be included on this web site.</p>	
<p>Other old business</p> <ol style="list-style-type: none"> 1. Vice Chair – someone is considering volunteering. 2. Exit Survey – Waisman Center does hold exit interviews, generally looking for patterns, and might forward results to the supervisor. The committee might compile questions from all centers to post on the web or provide to HR departments. 3. Letter of introduction 4. HR Redesign – should we meet with them? 	
<p>New Business: Julie mentioned that this should be a time of self-reflection for the committee as a whole since it so many changes are approaching: HR redesign, splitting the Grad School and Research Centers, Damon's departure and Patrick Sim's temporary role. Where are we going as a committee? Do we have a sense of direction. Is this a grass roots effort to work on a systemic problem? We are more than just part of a center, but also part of the Grad School, and part of the whole</p>	

university.		
<p>Charges, both sub-committee and committee as a whole: Martin Cadwallader set up this committee to meet monthly with a member from each Grad School Center to communicate regarding Equity and Diversity issues. A brief history of the committee's membership was mentioned, and the possibility of Esther coming in as a historical perspective on the original charge was mentioned by Darrell.</p>		
<p>Next meeting agenda items: Professional Development subcommittee may bring in a brief self-assessment tool.</p>		
<p>Meeting adjourned at 3:10 NEXT MEETING WILL BE: March 13th</p> <p>Room 350</p>		