



Grad School Equity and Diversity Committee Meeting

Date: May 8, 2014

Start/End Time: 2:00 – 3:00 PM

Location: 334 Bascom Hall

Attendees:

Present:

Kory Breuer – WID
Mary-Butler Ravneberg – Graduate School
Wayne Davis – Biotech
Rebekah Franklin – RARC
Isabelle Girard – Biotron
Toni Gunnison – UW Press
Anita Herrick – WIPAC
Darrell Hamilton – PSL, Chair
Sheila Hessman – Institute on Aging
Marchel Hill – Molecular Virology
Jessica Karis – Cell & Molecular Biology
Julie Karpelenia – Graduate School
Daniel Kleinman – Graduate School
Terri Peck – Waisman Center
Eric Thompson - SSEC
Anne Moser – Aquatic Sciences Center

Absent:

Andres Mejia – Primate Center
Maria Vasys - SSEC
Mark Wegener – Arboretum

Scribe

Kory Breuer, Wisconsin Institute for Discovery

Pre-meeting Preparation:

Review agenda, April minutes

----- Minutes ---

AGENDA

WHO

Welcome: The meeting was called to order at 2:00 by Darrell Hamilton.

Chair

Minutes: The minutes were reviewed and accepted.

All

Old Business: None at this time.

New Business:

1. The committee discussed recommendations #2 and #7 of the draft document from the UW Ad Hoc Diversity Planning Committee.

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.

- **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.

Discussion centered around what a successful response to this recommendation might look like. What are the roles/charges of the various diversity committees on campus? What are the priorities?

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, particularly members of underrepresented groups. .

- **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.

Members generally agreed that a mentoring program is a good idea, but were unsure about the practical aspects of implementing such a program. Who would organize the mentoring program (department, division, campus)? Is it feasible for all new hires to receive a mentor? How do we ensure that employees receive the right kind of mentoring?

Members expressed concerns that it would be difficult to implement the Ad Hoc Diversity Planning Committee's recommendations without clear direction and goals from above.

Darrell volunteered to draft a response based on the discussion and send an email to committee members to solicit additional input.

2. Darrell reported on the recent Chairs' Meeting. Bonnie Sundal from Office for Equity and Diversity was a guest at this meeting and provided an overview on compliance with equity and diversity guidelines, affirmative action, and agency reporting requirements.

3. The Professional Development Subcommittee presented the Strengths Finder and shared the results. The subcommittee introduced four questions to guide discussion

and members were given an opportunity to respond.

- What do you think of the strengths concept?
- Did you find your results accurate?
- Do you think knowing your strengths changes the way you work?
- Could you see this being useful in the workplace?

The committee generally found the Strengths Finder interesting, but there was some question of the validity and the potential for responder bias. There was some discussion about members bringing the Strengths Finder back to their centers or potentially bringing in a facilitator. We will follow up at the committee's next meeting.

4. Terri Peck announced she will be retiring in June. The committee wished her the best of luck in her retirement.

Next meeting agenda and action items: None

Meeting adjourned at 3:00

NEXT MEETING WILL BE: June 12, 2014

Room 350

Scribe: Mark Wegener, Arboretum