



Grad School Equity and Diversity Committee Meeting

Date: September 9, 2011

Start/End Time: 2:00 – 3:30 PM

Location: Room 350 Bascom Hall

Attendees:

Esther Olsen, Eric Thompson, Wayne Davis, Carey Hannan, Chris Moore, Laurel Bacque, Peter Vandever, Sheila Hessman, Wendy Crone, Julie Karpelena, Toni Gunnison, Anne Moser, Daren Aune, Mary B Stone, Carrie Arneson, Michelle Holland.

Note Taker:

Molly Fifield-Murray, Arboretum

MEETING MINUTES

Welcome. Minutes, Announcements, Agenda Review

August minutes were approved as submitted.

Karen Aune is resigning to take a position with the Graduate School. Darrell Hamilton is considering being her replacement.

Operating procedures – some revisions were discussed in August, see #5 goals. The scribe is a rotating position.

Among those suggested to replace Esther as chair, Peter has declined because of remodeling being done at the Biotron. Molly has agreed to be considered. The group agreed to recommend Molly to Dean Cadwalleder.

Discussed possibility of having a vice-chair or some other process for when the chair needs to be absent. The chair is to serve 3 years, appointed by the Dean upon the recommendation of the committee. A sub-committee chair may be asked to preside over a full committee meeting if the chair is unable or absent and there is no chair-elect. A chair-elect will be recommended by the committee to be appointed by the Dean the year prior to assuming the chair. Motion made by Joanne Brown, seconded by Carey Hannan. All in favor.

Announcements:

Ice Cube held a retreat focus on new vision and mission for research phase. Was exciting and engaging.

Started up the equity and diversity committee again. Thought they would do a survey. Decided to start to address issues previously identified. Professional development within ice cube, professional communications, (60-75 people including grad students, faculty, staff) conducted by Bruce Harville, from Office of Quality. He interviewed people in person before hand. Did two half days of meetings two weeks apart.

PSL did a climate survey and developed ideas for professional development - one will be on reviews. Employee centered approach with supervisor acting as coach. Have on-going discussions during the year and the review is forward looking.

Damon Williams will be meeting with us, so questions for him were discussed including What are the roles of this committee and similar committees in his planning. What has or will the

changes in administration bring for him. High profile emphasis for the campus has been on students. . Where do graduate students and post-docs fit? We have considered their needs in our work recently in a broad way as a way to help centers.

Visitor Session: Damon Williams vice-Provost for Climate and Diversity

He is beginning fourth year. He handed out strategic diversity update. Regents talked about the concept of inclusive excellence. How can we pro-actively deal with diversity post Michigan decision. Ford Foundation convened a national discussion. Set of three policy guidance monographs, Damon was lead author on one. UW tried to vote in as matter of policy. UW system didn't create framework, so it came to the campuses. Chancellor Martin came on board about the same time. She declared new goals. Damon created proposals that were discussed. First was re-organization. Also diversity in student population. Red Gym re-organized to support and enrich student diversity. Created new positions and staff support: Karl Hampton appointed six weeks ago
Dr. Eric Williams two days ago.

Dr. Williams also convened E & D chairs meeting.
Student groups were isolated so he created a series of retreats for student groups.
Much additional work done on the student side, which was what the goals were.

David Ward transition has been smooth. Department chairs meeting last week, discussed diversity of faculty. Presented tools for a coalition of the willing. Providing resources for recruitment. Do need to position ourselves over the next year when the chancellor arrives that is consistent with culture of campus but also takes us forward. Need better pivot to broader conception of student diversity and staff and faculty.

What can we do as a committee to help you?

One thing is to help him stay engaged. Has Ruby meeting with chairs. Trying to determine the practices of the committees. One thing about coordination is information and alignment – creating visibility around things.

What do you think we could do on academic staff side. Is it possible, actionable, and how much blood would it take? Climate inclusion, curriculum. Chancellor Ward meeting including creating visibility and transparency in discussions and decisions.

Made an investment in Wisconsin Equity and Inclusion laboratory. Research agenda around glass ceiling effects. Also does work on under-represented groups and interactions with technology. Working on scorecard for major searches that happen at UW. Deans, divisional, leaders, major roles. Quality of process being reviewed as much as who was hired.

He would like us to develop three recommendations on academic staff equity and diversity. From us to him. Could pilot an initiative.

He would like to see a chair's retreat.

Laural moved to adjourn and Eric seconded.

CLOSE : 3:30 pm

NEXT MEETING WILL BE: October 13, 2011 – 2:00 to 3:30 PM – 350 Bascom Hall, Scribe:

