

Senate Diversity Committee Meeting

February 15, 2017

3:30-4:30 pm

**In Attendance:** Casey Cobb, Alice Fairfield, Maria Luz Fernandez (Chair), Matthew Hughey, Willena K. Price, Anastasio Tzingounis, Lisa Werksmeister-Rozas, Cyrus Zirakzadeh.

1. The meeting started at 3:30 pm. After the approval of the minutes for the December meeting, a discussion followed regarding best practices for hiring under-represented faculty as well as supporting them all the way to promotion. One of the issues that was presented was that under-represented faculty can be part of the final pool for interview but that does not mean that they will be hired, a situation that often happens. Thus the problem is much broader than just metrics.
2. Some discussion followed regarding how different groups of individuals are classified at UConn. It was mentioned that sexual identification or disabilities are not part of statistics as faculty and staff are being classified based only on gender, race and ethnicity.
3. Another important issue that was discussed was the timeline from Associate Professor to Professor, which can vary greatly from 6 to 10 years or even longer. Cyrus said that in his new capacity as Associate Dean, he will try to obtain the data about this timeline in CLAS, especially for women who anecdotally appear to take longer time than men. Also information on under-represented faculty would be helpful to understand the challenges that exist for some people.
4. Several possibilities were brought forward for the next meeting including inviting the Interim Provost to learn more about his goals to support Diversity or inviting Elizabeth Conklin from the Office of Institutional Equity (DIE) to provide the newest distribution of Faculty and Staff according to gender/ethnicity/race. Meeting was adjourned at 4:45 pm

Respectfully submitted

Maria Luz Fernandez, PhD  
Chair, Senate Diversity Committee