

Senate Diversity Committee Meeting

Minutes of December 12, 2013

Dodd Center Room 162

10:00 AM- 11:30 A.M.

**In attendance:** Karen Bresciano, Maureen Croteau, Maria Luz Fernandez (Chair), Diane Lillo-Martin, Maria Martinez, Jeff Ogbar (Vice-Provost for Diversity), Hanna Prytko (ODE), Willena Price, Pamela Schipani, Bill Stwalley

1. The minutes of the November 14 meeting were approved
2. The Committee discussed that the results of the Civility Survey were finally reported and that the results have been posted. It was agreed that a great deal of information was provided in this survey and that it will take a long time to process. One of the salient points from the survey was that although the majority of the people feel positive about the workplace, there are some individuals that do not. The three major recommendations were: "To create systems of accountability at every level of the University for fostering and maintaining a civil and respectful work environment; To articulate institution's values relative to a civil and respectful work environment; and to implement strategies to create and foster a civil and respectful work environment".
3. The purpose of today's meeting was to expand our discussion with the Vice-Provost for Diversity, Jeff Ogbar, on Recruitment and Retention of diverse faculty that was initiated with the Provost on the November 14<sup>th</sup> meeting.
4. As Jeff Ogbar mentioned, one important change coming from his office on the procedures for Searches is that all search committees are now contacted to provide a biweekly report of the composition of the pool of candidates to ensure that the pools are diverse. Jeff Ogbar indicated that if the pool does not look diverse, the search committee should identify affinity groups to the discipline and make the necessary phone calls to increase diversity. It was also discussed that all candidates for the Dean positions that are currently open, were male.
5. The Vice Provost for Diversity discussed the Recruitment Ambassador Program to improve the hiring processes. This program is designed to connect candidates, specifically those from diverse populations, with a trained faculty or staff member who will provide all information regarding what it means to work and live in Connecticut. That information can include social and cultural activities, religious communities, and family resources to include a few.
6. Regarding Retention, the mentoring aspect and the role it may play in retention was discussed. The assessment of climate was considered one key tool for retention. COACHE surveys have been conducted in the past but only with Assistant Professors. These surveys should be expanded to Associate and Full Professor to have a complete picture of climate. Other points that were measured for retention was spousal hires plus the potential creation of a Mentoring program for retention.

7. Jeff Ogbar indicated that he and the Dean of the Graduate school, Kent Holsinger, attended the *Council of Graduate School's meeting* in San Diego. Jeff reported that all other schools are using similar strategies to increase gender and racial diversity among graduate students. Faculty should reflect more the demographics of the state to retain diverse student and those demographics have changed with important increases in both the Latino and the African American population. Some of these points will be addressed in our first meeting next spring 2014.
8. The meeting was adjourned at 11:20 am

Respectfully submitted

Maria Luz Fernandez, PhD  
Chair, Senate Diversity Committee