

Senate Diversity Committee Meeting

Minutes of March 6, 2014

Dodd Center Room 162

10:00 AM-11:30 AM

**In attendance:** Kobby Amponsah, Tracie Bordeau, Karen Bresciano, Alice Fairfield, Maria Luz Fernandez (Chair), Katherine Johansen (ODE), Diane Lillo-Martin, Margo Machida, Maria Martinez, Sally Reis (Vice Provost), Gene Salorio, Bob Stephens, Bill Stwalley

1. The minutes of the February 6 meeting were approved
2. The whole purpose of this meeting was to discuss with the Vice Provost for Academic Affairs her perspective on the University's efforts on recruitment and retention of under-represented faculty.
3. Vice Provost Reis discussed the efforts made by the University to fulfill diversity goals including the establishment of the office for the Vice-Provost of Diversity, the mandatory check-up by search committees on candidate pools, the conversations held by the Vice Provost of Diversity and Elizabeth Conklin, Associate President (ODE) with all Deans on diversity hires and the creation of the Recruitment Ambassadors program to enhance recruitment efforts. Vice Provost Reis made the comment that in spite of these efforts, faculty who were hired in the fall 2013 did not result in increased numbers of under-represented groups. It was also discussed that although it is not official yet, the current offers for those faculty who will start this fall appear to follow the same trend as the last hires. She also indicated that we will discuss these issues in the fall semester and if the numbers look as predicted, then it might be necessary to revisit more direct strategies that will increase our hiring of diverse faculty.
4. Spousal hires also discussed. Vice Provost Reis suggested that use of In Residence positions might be a useful tool for spousal hires when a department makes a firm job offer to a candidate. She said that In Residence positions have become more attractive since the parts of the AAUP contract covering them were re-negotiated with the UConn, and that the changes to Article 13 made a big difference since once APIRs have taught here for six years or more they "are essentially considered permanent" and "can only be fired for cause."
5. In regards to retention, Vice Provost Reis shared with the committee the *NSF Institutional Transformation* proposal submitted last fall in which bold initiatives were proposed including a cluster hire of mid-career faculty women from under-represented groups who will be provided with enough resources including post-docs to contribute to the training of the new generation of STEM faculty.
6. There were also some conversations regarding Academic Analytics. Although Vice Provost Reis indicated that for the most part, this form of evaluation reflects what is happening nationally across programs granting doctoral degree in the same discipline, it was brought to her attention that there may be cases where some things were missed for

individual faculty/departments. For example in a specific department, federal grants were not computed for some of the faculty as well as book chapters and other publications and she stated that we are working with Academic Analytics to follow up on these questions.

7. Kobby, our graduate student representative, brought out the issues regarding health insurance for graduate students and the existing concerns. There was a suggestion that Kent Holsinger, the Dean of the Graduate School, be invited to talk to the committee regarding issues that graduate students are facing, especially international and under-represented minorities.
8. The meeting was adjourned at 11:35 am

Respectfully submitted

Maria Luz Fernandez, PhD  
Chair, Senate Diversity Committee