

## Senate Diversity Committee Meeting

March 23, 2017

11:00 am- 12:30 pm

**In Attendance:** Alexis Boylan, Sandy Bushmich, Casey Cobb, Alice Fairfield, Maria Luz Fernandez (Chair), Pam Heath-Johnston, Pat Jepson, Maria Ana O'donoghue Lisa Pane, Mayra Reyes-Ruiz (GSS representative), Gene Salorio, Anastasio Tzingounis, Lisa Werksmeister-Rozas.

1. The meeting started at 11:00 am. After the approval of the minutes for the February meeting, the committee discussed the main topics to address with the Provost who was scheduled to arrive at 11:30. Those items included information on the current statistics on under-represented faculty and staff at UConn; projects to address recruitment and retention of under-represented faculty and staff; spousal hires and initiatives the Provost has found successful as Dean of CLAS to support women and minorities. The existence of the National Center for Faculty Development and Diversity was brought to the attention of the Committee. It would be important to find out exactly how that Center operates and how this can benefit Diversity at UConn.
2. The Provost arrived at 11:30 and he provided very useful information regarding the questions that he was asked. The new information on the composition of faculty and staff in terms of diversity has been collected by the Office of Institutional Diversity. Elizabeth Conklin will present to our group this information in our next meeting
3. The Provost discussed with us how our numbers of women in STEM are slowly improving and that more women are now in administrative position at UConn. We also talked about Martha Povin who is currently the Provost of Springfield College and who gave a presentation to the University the day before on how to support Women in STEM disciplines. Martha was successful in securing a NSF Advance Project while she was Provost in Montana State University and she presented several great ideas on how to recruit and retain women for faculty positions.
4. The Provost commented on how important it is that faculty play a very active role in the recruitment and retention of under-represented faculty since faculty members constitute the Search Committees and provide support to other faculty as they navigate the tenure process. Further he talked about "implicit bias" training for faculty who might be influenced by unconscious bias when important decisions are taken on Search Committees or PTR Committees. He also mentioned that the "diversity" candidate often is the committee's second choice who could be hired if the upper Administration provided a second faculty line. The Provost also mentioned the value of cluster hires for "diversity candidates". Finally, another problem that was mentioned was the difficulty of targeted hires in which priority is given to a specific Academic field rather than diversity.
5. The Committee has been actively trying to get information on the statistics regarding faculty who do not make it to Full Professor or take longer time. According to initial information coming from CLAS, it appears that there is no difference between men and women in those who do not make it

to Full Professor. It would be important to take a closer look at under-represented minorities although this could be more challenging due to the low numbers.

6. The Provost discussed with us his vast experience in spousal hiring while he was a Dean at CLAS. He indicated that because CLAS comprises basically half of the University departments, it was not so hard to accommodate spouses within the College. He commented on spousal hiring being harder in smaller Colleges and Schools. The Provost also mentioned how important it is that faculty in the various departments support these initiatives.
7. The question of Staff diversity came up. Alice shared that in the library two women belonging to minority groups left UConn for other institutions recently. The diversity in the staff at UConn does not mimic the diversity in the State of Connecticut thus the recruitment and retention of under-represented staff needs to become a priority. The Provost stated that he would expect more progress on diversity and staff hiring (as opposed to faculty hiring) providing that the qualified candidates do not face the structural problems that characterize faculty pools.
8. Meeting was adjourned at 12:35 pm

Respectfully submitted

Maria Luz Fernandez, PhD  
Chair, Senate Diversity Committee