

4/14/20 Senate Diversity Committee Minutes

SDC members present by Zoom: Dorothea Anagnostopoulos, Edith Barrett, Sandy Bushmich, Clarissa Ceglie, Casey Cobb, Alice Fairfield, Amy Howell (Chair), Diane Lillo-Martin, Christina Rivera, Margaret Rubega, Stephany Santos, Aida Silva, Cindy Tian, Susana Ulloa

I. Minutes Approved

A. March meeting minutes were approved.

II. Margaret Rubega is going to be the next chair of the Senate Diversity Committee.

III. Discussion of CDO Search

A. The Four Candidates (Background)

1. Two candidates have been in similar types of positions at other universities.
2. One candidate is in an interim position.
3. One candidate would move newly into this role, but has experience connected to education.
4. Three African American Men, One Asian-American Woman.

B. Questions About Candidates

1. Nature of connection of one candidate to President Katsouleas?
 - a) No hint from anyone that there is any prior expectation that this relationship will carry special weight in the search process.
2. Are we judging women and the men in the same manner?
 - a) Try to look beyond the experience of the person (roles that they particularly had in the past).
3. Are all candidates coming from educational institutions?
 - a) Only one candidate is not in a direct role in a university.
 - (1) They are involved with institutions of higher education.
4. How large was the applicant pool?
 - a) The size of the applicant pool was around 50 to 60 people.
 - b) According to the search firm running the search this pool was a normal size for the positions.

IV. Questions to Ask Candidates

- A. In their one hour interview with each candidate, the search committee allowed each candidates a short time to explain why they were interested in the position, and what will they bring to the position? This is a good starting point for our session.
- B. Looking at 6-8 questions for interviews?
- C. Questions:

1. How can the candidate help students and faculty from diverse backgrounds and different challenges during the CoVid-19 pandemic transition smoothly back into the university?
 - a) Helps us discern if this individual is thinking ahead?
 - b) Acknowledge regional students being marginalized economically, since regional students have been somewhat neglected in this pandemic.
 - (1) Shows the extent to which candidates recognize that they will be working for multiple campuses.
2. Prompt/Followup to Question 2
 - a) How do they view UConn's infrastructure? What do they think about how UConn is situated?
 - b) What existing infrastructure and strengths here at UConn would you hope to leverage? What gaps might you work to strengthen?
3. How are the questions being asked?/Who is asking the questions?
 - a) Kept rotating the questions within the interviewers, so nobody is asking the same person a question multiple times.
 - b) Try to develop a list of people who will be there for what day, then choose which people will ask questions, then just keep rotating who will ask the questions.
4. Are we giving a recommendation from the Senate Diversity Committee?
 - a) Everyone will get a survey where they can write their own personal comments.
 - b) Possible to have a debriefing within the Senate Diversity Committee?
 - (1) Agreed it would be beneficial to have a further discussion within the Senate Diversity Committee.
 - (2) Try to do it within immediately after the interviews.
 - c) Each member should have a ranking for each of the candidates coming into the meeting?
5. Ask a question addressing social media?
 - a) How does it create challenges?
 - b) Thinking more about the good and bad of social media?
 - c) More interested in how the candidate would deal with the adverse effects of social media?
 - (1) Ex. Faculty being harassed anonymously online.
6. Are candidates given the opportunity to ask questions?
 - a) Candidates will have a few minutes to ask questions to the interviewers at the end of the session.

- b) Interviewers will raise their hand to offer to answer the question asked by the candidate. Or unmute their microphone and ask questions.
- 7. How tight is the interview schedule?
 - a) Basically going on from 8AM to 5 PM.
 - b) 50 minute meetings (may go a couple minutes over).
 - c) Different Webex link for every meeting.
- 8. Consensus on what questions would be?
 - a) May ask some questions the search committee already asked.
 - b) Main additional ones are related to impact of the COVID-19 crisis on the diverse communities of UConn.
 - c) Question three (from search committee) is not as important because it has already been answered.
 - d) Climate survey being a follow-up question? Since issues involving climate have been talked about on campus.
 - (1) White-supremacy issue on campus being addressed in question?
 - (2) Maybe scenario questions can involve the regional campuses?
 - e) Scenario Questions?
 - (1) Ex. UConn has not addressed trans-gender bathrooms. How would you address this?
 - (a) Purpose of question is to see how they would answer the question and how well they can create a solution.
 - (2) Potentially a good replacement for the data question.
 - f) Are there any questions particularly important?
 - (1) Possibly rephrasing question eight based on student testimonies?
 - g) How valuable is asking question one?
 - (1) Not very valuable as most candidates will give a standard answer.
 - h) Asking questions on voluntary diversity training?
 - (1) How would you address mandatory meetings that receive push back?
 - (2) How can you effect change in a way that works?
 - (3) Asking for logistics on creating a plan to address bias or around those lines.
 - (4) Flip Question Six.

- (5) How can the candidate get staff to buy in and go to diversity training that many do not go to?
- i) Merging question nine and concerns from Mansfield Community?
 - (1) Specific Mansfield example connects to question nine.
 - (2) Should it be a separate question?
 - (3) Should it replace question nine?