Senate Committee on Educational Equity and Campus Environment

Agenda

January 26, 2016 Meeting 8:30 AM

I. Discussion and Adoption of the Agenda
II. Discussion and Acceptance of Previous Meeting’s Minutes
III. Announcements from the Chair
   a. Officers and Chairs’ Meeting
   b. Review of Mid-Year Report
IV. Comments from Vice Provost for Educational Equity
   a. Latest Draft of Diversity Statement
V. Old Business
   a. Administrative Diversity Report final comments
   b. Three Commissions Report Progress
   c. Status of Collaboration with University Faculty Senate, University Faculty Senate Student Affairs Committee, and LGBTE Commission
VI. New Business
   a. Collaboration with Research Committee on Graduate Student Diversity
VII. Adjournment (9:30 AM – Loeb meets with Student Affairs Committee at 9:40 AM in Keller Building)
Meeting called to order (8:30) by Robert Loeb (standing in for Tramble Turner).

Loeb: Distributed Agenda the previous meetings Minutes. Asked for Minutes from December meeting approved (Ingram moved, Wagner seconded)

Committee: Agenda adopted and December Minutes accepted

Loeb: Updates from Officers and Chair’s meeting. Also, will talk with Student Life (Student Affairs) to discuss our work with them in creating a LGBT survey. Midyear report handed out. See Committee ANGEL site.

Ingram: I am on the subcommittee in JDATF sending out survey about US/IL courses.

Loeb: Distributed EECE Diversity in Academic Administration report. See Senate website.

Wagner: Liberal Arts Caucus would like to see stronger recommendations in this report.

Loeb: Asked for more details about what they mean by recommendations. Should I make an emphasis about this during the Senate meeting?

Davis: With the data we have, the recommendations are appropriate. The Senate might suggest thoughts about what more should be said in this report.

Loeb: Let’s say someone has a sentence in mind to strengthen the recommendation. How should I react to this proposal while on the floor?

Davis: No problem with grammatical change. If major changes are suggested, I would rather it come back to the committee.

Wagner: I think it depends on what those changes may be.

Ingram: I agree that it should be only minor changes.

D’Augelli: How can we think about this being a larger collection process? Should this be integrated into University wide efforts to collect data for all employees?

Loeb: I think a major part of this report is to show the Senate that we might need to collect data with more employee groups/

D’Augelli: I hope this can help increase the data collection efforts.

Loeb: I think this will be the first nudge.

Davis: The concern is the possibility of requiring disclosure of this kind of personal information. Also, the complications of doing this data collection with how we might be able to do it legally.

Whitehurst: We have access to the HR diversity data through Susan Baso? She will be sitting in on the Senate meeting
Davis: But we don’t have data on other elements of diversity such as sexual orientation which is self-reported. My point is that this report represents information that we have data on, but the Senate might need to understand where those limits are.

Whitehurst: Are we suggesting that in the hiring process that we ask not only about race etc. but also sexual orientation?

Davis: I think that is something to be answered by the University. Let’s understand where the University’s limits are with respect to diversity issues, and where the Faculty Senate stands on these issues.

Whitehurst: I think the Penn State might be at a place to collect and see what that data looks like, but I question what the proper protocol is to have that conversation.

Loeb: I believe asking for the conversation to be held is what we are starting with this report.

Davis: With the data set in the report, one question we might have is can we use this data in the future to compare how we may have made progress or not.

Whitehurst: In the report on second page, first bullet- “The percentage of executives from… (one additional hire since 2008).” I know of more than one new hire.

King: I believe that data was a net change of one new hire.

Loeb: I will clarify if asked at the Senate Meeting.

Loeb: Distributed out drafts of reports from three Presidential Commissions, and noted that the report not available at the Committee ANGEL site.

Loeb: Please read through these and send feedback to me by Thursday (1/28) for me to return feedback to each Commission. I will send a format of the report to Barbara Welshofer. Remember our names will be at the bottom of this, so do not hesitate to give me feedback.

Whitehurst: Given national conversation about our Muslim population, we have had some not so positive things about our Muslim population here at University Park. We organized a breakfast with around 50 students from different Muslim organizations. We wanted to support them, make sure they feel comfortable and safe, and want to keep a dialog open to make sure they feel safe.

Davis: Were there commonalities with University Park Campus and the rest of the world?

Whitehurst: Example of female Muslim student having complications with her religious attire and using public residential hall’s shower.

Whitehurst: Three major searches ongoing actively: Vice President for Research Assistant, Vice President for Public Safety, Dean for Law School at University Park Campus.

D’Augelli: Is the implication that other searches do not have any diversity.

Whitehurst: That is correct.
Davis: Clarifying that the advertisements still had diversity request.

D’Augelli: Is there anything ongoing method in regards to the female Muslim student, to help other students in this situation?

Whitehurst: Not at the moment, that is a good point.

D’Augelli: This is interesting in regard to transgender bathrooms on campus. We normally think of them as toilets, but showers make this issue more complicated.

Whitehurst: We will also send out the University Statement on Diversity shortly.

D’Augelli: To Loeb, can you share with us what is happening with the Student Affairs Committee?

Loeb: At Officer’s and Chairs I reported that we are talking about putting together a working group with the LGBT Commission to help develop the survey who will then report back to each of our Committees and the Commission.

Ingram: Distributed Report of CORED meeting to EECE seen on Committee ANGEL site.

D’Augelli: I will start doing this as well.