SENATE COMMITTEE ON EDUCATIONAL EQUITY AND CAMPUS ENVIRONMENT

January 28, 2014 Meeting Minutes

**Members Present:** Dwight Davis, Patreese D. Ingram, Laura L. Pauley, Aldo W. Morales, David L. Shupp, Jane S. Sutton, Susan M. Fredricks (by phone), Sing H. Wong (by phone)

**Members Absent:** Terrell Jones, Kyle Peasley, Angela Pettitt, Kathleen Tully

**Visitor Present:** Dr. Blannie Bowen, Vice Provost for Academic Affairs

The meeting started at 8:30 AM, 315 Grange Building, University Park.

1. Meetings were approved by email.

2. **Report on the Procedures Used to Hire Diverse Faculty**

   Dr. Bowen provided extensive feedback with respect to hiring diverse faculty. While he emphasized that all dean searches must comply with the diversity guidelines established by the University; faculty searches are the responsibility of the Deans, Chancellors, or their delegates. They must enforce the affirmative action guidelines for faculty searches. Last year’s survey clearly showed lack of consistency across units. In terms of advertising, he stated that the University makes an effort to advertise in the Chronicle of Higher Education and in the Higher Education Recruitment Consortium, which offers a large database of higher education and related jobs. Dr. Bowen also pointed out that it is simply not practical to advertise in every minority-related magazine and it is partially the responsibility of the search committee members to recruit diverse candidates. In addition, Dr. Bowen highlighted that Deans and Chancellors must ensure that faculty search committees are as diverse as possible. Susan clarified that guidelines should be flexible enough for small campuses where there are not enough diverse faculty. Asking this small pool to participate in every faculty search is not practical. Jane asked about reports that search committee chairs are required to fill out. Laura and Aldo pointed out the affirmative action forms B and C are required to be filled out by search committee chairs. However, Jane recently was chair of a search committee and she did not fill out those forms. Dwight then indicated that there is a need to standardize the process and he may be writing a “best practices” document. In any case, Dwight reiterated that last year’s survey found inconsistency in various university units. Dr. Bowen suggested rewriting the report’s recommendations based on these discussions. He promised to send to the committee, the guidelines for Dean searches. Laura thanked Dr. Bowen for attending the meeting and for his feedback.

   The committee discussed some possible new recommendations including:
   - Consolidate the faculty hire information in the Affirmative Action Office.
• Prepare an EECE committee report showing diversity data by discipline at the college level. Submit a report every 5 years to the Senate.
• Have deans, chancellors or their delegates sign each affirmative action form. Currently Form B does not include a signature line.
• Search committee sends a list of candidates contacted by committee members to AAO to show activity of search.
• Prepare a list of best practices to be included in Appendix of EECE Report.
• The University has in place procedures that address diversity issues in hiring. But how consistently are these procedures followed? Can the reporting mechanism be improved to better document the hiring procedures?
• Forms should include summary comments.
• Some forms should be submitted during the process, not all at the end.
• Diversity briefing should be attended by all members of the search committee.

Laura will send an excel spreadsheet asking the committee members for their top five concerns from the PSU “Guidelines for Recruiting a Diverse Workforce.” David and Aldo will prepare draft recommendations, based on the above discussions and spreadsheet input, for the next committee meeting.

3. Campus Climate for Differently-Abled Individuals
Dwight received a lengthy report from Keith Jarvis, Director of Disability Services with information from different University units. Dwight was concerned with the report’s scope. The committee also felt that we need a more concise report; there is too much information from multiple sources. Dwight and Laura will work with Keith to prepare a more concise report that can be submitted to the Faculty Senate Office by the February 8 deadline.

4. Commission Reports (posted on ANGEL)

A. Commission on LGBT Equity (Wong)
Sing’s CLGBTE Report to EECE was posted on ANGEL.

B. Commission on Racial/Ethnic Diversity (Ingram)
Patreese’s CORED Report to EECE was posted on ANGEL. Patreese reported that CORED is preparing a report to be presented to the full Faculty Senate but the report is not ready for distribution to EECE. She will continue to work with CORED to have the report ready for the next EECE meeting.

C. Commission for Women (Fredricks)
Susan’s CFW Report to EECE was posted on ANGEL

Meeting was adjourned at 10:45 AM.

Submitted by Aldo Morales