Meeting Minutes DSP Faculty Search TF

3/14/19

**Attendance:**

Priscilla Mills

Samuel Hemsley

Lauren Copeland-Glenn

Karen Renner

Alyssa Deaver

Nicole Christian

Roger Bounds

Dorianne Pollack

**Meeting Began at 9:05 am**

1. HR
   1. Model of Diversity Rep on Search committees
      1. Should it be maintained, or should every member be trained with diversity training?
         1. Have hiring official deal with concerns raised.
         2. Alleviates pressure from one individual.
         3. Allows for a bigger pool of trained individual to pull from.
         4. Put training into Faculty 180.
            1. Need to get units to also see value in the trained individuals.
         5. Idea has been discussed in the past, had some push back
            1. Not enough critical mass of individuals to participate
         6. Need to define what qualifies someone as trained.
            1. Being able to recognize and being able to call out issues when they are identified.
      2. The Harvard Test
         1. Possibly use as a baseline.
         2. Easy to take, accessible from home and quick.
      3. Gather language from peer institutions or other public universities as an example or template.
      4. University should be able change and tweak COFS.
         1. COFS is currently being looked at for tweaks.
         2. Changes come from membership rights and responsibilities.
         3. See if there should be changes made in Appendix C of COFS.
         4. Need to look at COFS broadly to see where we can make changes.
      5. EMSA
         1. 50% from department and 50% must be from outside your department.
      6. Provost Office Review
         1. See if they adequately value diversity and similar values, rather than rubber stamping items.
      7. Looking at Implicit Bias
         1. Start with Federally protected classes then expand.
         2. Use the race and ethnicity test.
      8. No expectation for training for Staff searches
         1. EMSA requires training
         2. Conversations are happening on this topic.
      9. Incentives
         1. Can’t really give money or time incentives
         2. Might be able to tie into the SOE.
         3. Annual report for search process?
            1. Possible have them reflect on diversity work within unit and across departments.

Would help raise awareness.

Will help Units think about what they are doing

* + - 1. Create an award similar to the GLI award.
         1. Funding might be an issue.

Budgeting for funding is not super organized.

* + 1. Best Practices
       1. Look at workload documents and share the best practices found within.
       2. Need to standardize how courses are viewed.
       3. Find exemplar best practices or create one.
          1. Look at other institutions.
       4. Different parts of a job search and how they work together.
          1. Disconnect between phone, in person interview, and matrix stage of the process.

Staff side of the process encourages a matrix first.

* + - 1. Who we hire is the biggest and most important change we make in our units.
      2. A document should be created to discuss selection choices made in a process.

**Meeting ended at 10:20 PM**