

UW College of the Environment Diversity Committee
Meeting Minutes from December 3, 2015
 Thursday December 3rd, 2015, 2:00pm-3:30pm MSB 123
 (2nd of 2015/16 year and 2nd of 2015-version of Committee)

Present

Maile Sullivan, Bob Oxborrow, Mark Warner, Monica Moskal, Naomi Goldenson, Dean Lisa Graumlich, Ashley Maloney, Karin Bumbaco, Kirsten Rowell, Caroline Rosevear, Michelle Koutnik, John Meyer, Thomas Pool, Sarah Drerup, Jill Rand, Lisa Sanphillippo, Eddie Allison, Erika Harnett, Dana Sefs, Mary Smith, Fritz Stahr, Brian Tracey, Michelle Trudeau, Kyle Funakoshi (2:25), Kristiina Vogt (2:40)

	Title	Sponsor	Info/Action	Min.
1	Call to Order	Brian Tracey	Action	1
2	Approval of Agenda	Brian Tracey	Action	1
3	Approval of Minutes	Lisa S./Ashley M.	Action	1
4	Name Hats, Intros, Check-in	Brian Tracey	Action	10
5	Address by the Dean	Dean Graumlich	Information	20
6	Reaction to Address	Brian Tracey	Information	15
7	Update on ADDA search	Mark Warner	Information	5
8	Review of ADDA Job Ad	Mark Warner	Info/Action	20
9	Officer Reports	Various	Information	5
10	Announcements	All	Information	10

Meeting called to order ~2:06 pm

Approval of Agenda by B. Tracey – 2nd and approved by M. Moskal and E. Allison,

Approval of Minutes by L. Sanphillippo and A. Maloney – 2nd and approved by E. Harnett and M. Smith.

Name Hats, Intros, Check-in by Brian Tracey 21 participants gave a brief check-in

Address by the Dean by Dean Graumlich

Extends her thanks to all for presence and the committee’s growth in membership

ADDA – Job Ad near final – Mark Warner will discuss further

We made request to Provost for \$50k temp to support new programs for package

Also EJ junior hire

Roles for diversity committee – meet and evaluate candidates both us and peers; want your feedback!!

College of the Environment Culture Study

What is it? A workplace study

To identify ways in which college faculty, staff, students think about and behave with one another and the larger organization, resulting in significant impacts on outcomes and individual and collective success

CoEnv is working with external group **Center for Workforce Development** (does business on a National scale, works out of College of Engineering at UW) to survey

students, faculty and staff about workplace culture (such as respect, information flow, cultural competency, practices, policies and behaviors that are not respectful; particularly when directed at groups who are less represented)

CoEnv interviewed three groups and chose CWD because of their experience both with CoEnv and nationally with science and engineering oriented units and they are interested in upfront process to understand what we cared about – not a cookie cutter process but rather a commitment to work with us to understand results and potential ways to address

Why? Lisa wants us to be proactive to build the culture we want. Over the past several years, a number of individuals come forward with ideas about how to improve workplace culture issues and she wants to address some of these concerns and offer opportunities to give voice to those reluctant to talk in other forums.

It is a data-driven inquiry, something that we should keep (find out what is working well, and keep but not working well - make better, not working well , something to add, identify and understand so as to be able to choose wisely and strategize about how to improve).

How it will work:

In the next 2 weeks there will be combo survey, open catalyst sites, carefully constructed focus groups, confidentiality, undergraduate climate survey faculty, staff and grad student focus groups and surveys.

What Dean needs from us:

CWD provides basic template - we need to make sure we are asking questions we care about and encourage participation – recruit faculty, staff and grad students work with CoEnv to understand results and decide where we want to take actions.

Across campus

Other UW wide efforts

Race and Equity Initiative (REI) Committee Progress Report – they are soliciting input.

Are these activities meaningful? Are you aware? (From the President's office, see catalyst site of report from the group Ed) Can he join us for one of our meetings?

Consider having Ed Taylor visit our committee

Do we want to host a student listening forum?

Discussion

B. Tracey: Would be good to have Ed hear about grad student interests/perspective/input, especially from sciences. We would benefit from having a healthy discussion in

E. Harnett: underrepresentation would be a good focus

M. Trudeau: Dave Eaten, Dean of Graduate School – has created opportunity to host some events....Can we wrap Dean Eaten into this to get a grad student voice. Faculty diversity training associate dean might be a good person to bring in too.

F. Stahr: what is the REI?

Dean: top down instead of what we are, bottom up. Ed knows what we are doing

M. Trudeau and B. Tracey: the connection between REI and Diversity Committee is vague

The Diversity Council has less to do with curriculum

K. Rowell: Builds a place for faculty to learn how to have deeper conversations

M Moskal: a call went out? Jill will share with group

N. Goldenson: mandate grad students for diversity training seems reasonable to set up the next generation

K. Rowell: some departments do that for TA's (biology)

Dean takes her leave ~ 2:40pm – thanks!

Reactions

About the REI Progress Report and the Dean's Survey

Defining and understanding the REI – gist from website

M. Smith: it's a lot of great words, but based on the feeling of the past, not sure how effective it is. Since it is top down.

K. Vogt: survey is hard, need trust first. So how do you effectively canvas the college? How do you get true representation, to get what is really happening

E. Allison: focus groups seem like they will be a part – and one idea is getting trusted facilitators from the peer's body.

K. Rowell: having someone from within the campus doesn't give the optic of it being autonomous

L. Sanphillippo: what would you recommend?

K. Vogt: Identify trusted people, and survey questions are not the best approach for Native Americans, instead it is about storytelling and discussions. Whatever it is, there has to be trust.

M. Sullivan: this hired group probably has some experience and may know how to address some of these concerns.

E. Allison: the Dean wants our advice so we can suggest how to go about choosing facilitators – they can be nominated from within.

F. Stahr: we need to help the Dean by getting our colleagues onboard. The survey will give us a starting point

E. Harnett: good point – we need to encourage people to do survey – and let them know that there will be an impact

(not just an exercise the satisfy the dean – 30 of us are actually going to use the data)

J. Rand: this is why we want to work with this consultant – they will be able to help us create an action-oriented survey. Hopefully nice snapshot and path forward for the new associate dean. The new person can have the results from the study

M. Moskal: if that info is conveyed in the email – then that will help get the appropriate response.

M. Trudeau: it looks like we are getting the perception from within, but how are we going to get a response from people outside that are not coming into the college. How do we get more transfer students and how can we be flexible for a more diverse undergrad body? But we had to ask students from community colleges etc. in order to achieve this. We won't know what the problems are within if we don't know from outside.

C. Rosevear – frustrating if this is another process that just sits somewhere. Even if only small incremental change happens – it isn't proportional to the efforts behind it. The dynamic of thinking rather than doing could hurt us. We should be a place that is safe to be authentic. Donors want to see that students in 2 years are different than they are now. As a committee, is there something we can do to push through bureaucracy?

Update on ADDA search by Mark Warner

Mark was asked by Dean Lisa to facilitate communication between the ADDA search committee and us. (Associate Dean for Diversity and Access). Also – Jaci Saunders is the student that has been added to the ADDA committee.

Review of ADDA Job Ad by Mark Warner

Hoping to get this ad out for AGU – get in your input about this ad by Monday. Can send Google docs with edits in suggestion mode.

Ad is structured off another ad for a vice president position. Tenure position to fill this summer. The working from the description with responsibilities, collaborating, is well established; note there might be several positions like this across the US. Then onto secondary duties, followed by salary. Followed by why UW is nice and CoEnv. Some details of the application format. Accepting applications and nominations.

In parallel – a rubric is in creation to help with candidate assessments

B. Tracey and K. Vogt point out the need for specifics for candidates to refer to so they can show attributes/experiences.

C. Rosevear: what kind of information does the candidate get about the current climate/culture? And what power will they have?

E. Allison: In fact, the very title of the position is a signal that this is a priority position, so likely have a lot of power.

E. Harnett: they will also be assessed on their past history in being influential and leader

M. Smith: and not just a scientist, but someone with training

E. Harnett: we leave the application open to see what they provide

K. Funakoshi: Note that a lot of faculty of color were asked to do more due to their status – now that will be valued here. So job description maybe needs to point to the types of the experiences we are looking for.

K. Rowell: develop to specifics of the science

E. Allison: beyond the wording of the ad – we can help figure out where to advertise this – we can look into our networks, to suggest who we want – we want nationally recognized leaders. We are looking for someone that will inspire all of us as a colleague.

E. Harnett: traditional faculty hire procedures will be at play.

E. Allison: joint hire will also be...

M. Moskal: Note that the schools won't want to foot the bill for a startup package.

K. Vogt: comment about Pacific Rim – that might limit the attractiveness of this Ad? When have other studies been done? Compiling data on current diversity – to get a baseline. Or just a way to bring issues to the table by the college members.

E. Harnett – think about also where this AD should be posted.

Officer Reports Various

Announcements All

E. Allison announcement about faculty hire in SMEA

B. Tracey: Dec 8 & 10 11:30-2pm Race Racism and Equity and Seattle symposiums to celebrate work of undergrads fisheries and college of minorities building. Go to get more exposure and

5:30 Mary gates hall planning committee for MLK week.

K. Funakoshi: charitable giving – Seattle Mesa provides scholarships, and SEFS Mt. Rainier institute. Connect if you are thinking of

F. Stahr: Catalyst Site resources

Rally this weekend – threats dangers concerns to certain groups

3:33 meeting adjourned.