

Diversity Committee Meeting
May 11, 2016

Present: Dr. Linda Black, Dr. Ali Hachem, Dr. Brandon Fox, Dr. Jane Grayson, Dr. Frank Mullins, Dr. Jannah Nerren, Dr. Tingting Xu

Unable to attend: Dr. Gina Causin, Ms. Heather Munro (both traveling with student responsibilities)

The committee met to review the data reported completed by Dr. Xu and to discuss next steps for the Faculty Diversity Climate Survey.

Survey Report Discussion:

- Dr. Xu was thanked for her extensive work in putting together the data report.
- Historical demographics of gender, race, and ethnicity, the history of the Diversity Committee, history of diversity initiatives within the college and across the university are being researched by Dr. Black for inclusion in the white paper to give historical context and to identify trends across time.
- The results of the survey were skewed because of high numbers of female, Caucasian, Christian respondents.
- The data from the respondents at the rank of professor was interesting. Data indicated that the full professor responses often fell in the “strongly agree” or “strongly disagree” category for numerous questions.
- Three populations in particular were indicated by the survey results as lacking support:
 - Persons with disabilities
 - Persons who identified as LGBTQ
 - Hispanic Persons (there was discussion that no respondent identified as Hispanic, although the question(s) were posed so that a non-Hispanic person could still answer regarding the perceived lack of support for Hispanic people.)

Next Steps:

- Dr. Xu and Dr. Hachem will work to enhance the data, taking a more descriptive approach in addition to the report we have been presented. Non-parametric analysis was discussed.
- V2 of the report will be disseminated to the committee for review over the summer.
- Ms. Munro will be asked to continue work on the qualitative data analysis.
- Committee members are asked to review V2 of the report and to forward any questions or areas they believe to deem further analysis to Dr. Xu and Dr. Hachem.
- Dr. Nerren exhorted the committee to review the report closely in order to contribute to the discussion of the findings.
- The committee report for 2015-2016 will describe the committee work of creating and disseminating the survey, as well as collecting and analyzing the data in its initial form.
- At the fall 2016 faculty meeting, Dr. Hachem or Dr. Fox will report this to the faculty, as well as the committee’s plans to summarize the findings in a report, including a white paper and a data report, for the college.
- The committee will read and work individually over the summer and will reconvene in the fall.
- Dr. Grayson was thanked for her work on the committee, as she is rotating off.