Minutes

CHANCELLOR’S AFFIRMATIVE ACTION ADVISORY COMMITTEE

Monday, December 14, 2009 – 2:00-4:00 – UC 332 Eau Galle Room

Present: Bryan Bodrog, Tarra Davies-Fox, Greta Gaard (Chair), Craig Morris, Ashley Olson, Donna Robole, J. Michael Roy, Travis Tubré.

1. The meeting was called to order at 2:05 p.m.

2. The minutes of Friday, October 2, 2009 for the joint committee meeting of the Affirmative Action and Faculty Senate Diversity Committees were approved.

3. University Planning Committee Goal 5 discussion
   a. Craig Morris reported on the new dates, adjusted forward so that Task 5.1.1 is deadlines at February 2010, 5.1.2 at February 2010, and Task 5.1.3 at June 2010. Moreover, the college and division level diversity and inclusivity plans will be implemented and reviewed in 2010-2011.
   b. We agreed to send a message to the Chair of the Diversity and Inclusivity Committee, Carolyn Brady, to review the draft inclusiveness statement.
   c. The project of developing accountability measures for the diversity and inclusivity plan, as addressed in 5.1.3 of the UPC Goals was seen as a task for the full Diversity & Inclusivity Committee, of which the Affirmative Action Committee is a part.

4. Strategies for fulfilling the Affirmative Action Mandate to recruit, hire, and retain diverse faculty
   a. Compensation and equity review – Greta Gaard reported on an earlier conversation with Carolyn Brady and Craig Morris, explaining that until someone brought a complaint about salary inequities, it would not be prudent to undertake a review. The discussion that ensued covered these points:
      i) The UW system has a grid that establishes salary floors for small, mid-size, and research campuses.
      ii) A compensation review committee would have to be external to UWR, and if inequities were found, they would have to be redressed; this would be costly.
      iii) The Committee Chair offered to write a memo to the chairs of the Compensation Committee and to Faculty Welfare to advise them of the vulnerability UWR might face if such a challenge was raised on the basis of discrimination, which could be a real challenge, since the policies for rewarding faculty activities are not specifically stated; clarifying bases
for salary differences and augmentations might protect the institution against such charges of discrimination.

b. Policies and practices for attracting a diverse faculty, and next steps toward implementation. Discussion covered these points:
   (1) UWRF uses national venues for publicizing openings to diverse faculty.
   (2) The institution has not developed a way to track the effectiveness of these venues in attracting diverse applicants.
   (3) Most people don’t leave UWRF.
   (4) Human Resources does not often practice standard exit interviews to obtain information from those who do leave to find out their reasons for leaving.

5. As part of Affirmative Action’s mission to recruit, hire, and retain diverse employees, we discussed the possibility of building community by publicizing faculty and staff activities and achievements in bulletins and promotional materials. UWRF could promote our demographics of diversity, along with cultural events in the region. The webpage and publicity office could do a better job in this area.

The meeting was adjourned at 3:00 p.m.
Respectfully submitted,

Greta Gaard
Associate Professor of English
Chair, Affirmative Action Advisory Committee