MINUTES

The meeting was called to order by Brad Bolling at 3:36pm.

Welcome and introductions
Committee members introduced themselves.

Review agenda
No changes

Approval of September 28, 2022 meeting minutes (attachment)
Dominique Brossard made a motion to approve the September 28, 2022 meeting minutes. Al Kovaleski seconded the motion. The motion passed unanimously.

Team cohesion activity
Committee members connected on their motivation for joining the committee and why this is an area of passion.

EDC department climate letter
The department climate letter, which contains suggested minimum DEI requirements for departments, was developed within the department planning subcommittee. It was voted on at an EDC meeting in spring 2022 and sent to former CALS Dean VandenBosch.

Comments and questions:
- The Horticulture department is working on a code of conduct. The department wonders whether the department can enact consequences if the code is violated, or do consequences come from the college?
- How can departments enforce accountability? Seems that codes of conduct are guidelines that are unable to be enforced.
- A college-wide code of conduct already exists for faculty. What is needed is the permission for someone at the department level to have the authority to act on enforcing consequences. Department chairs do not feel this capability has been granted to them.
- Is a department code of conduct effective? Does it address the issues?
- Can something be done at post-tenure reviews?
• Seems that top-down policies are not effective, so this could be a new direction.
• There needs to be a combination of college measures and department measures.
• Even if a structure exists, does the capacity exist within the department to act on next steps? An example was given of a harassment situation that was passed around for so long that it became more burdensome for the person being harassed.
• There needs to be increased efficiency in the reporting process to support students.
• A group has been convening to outline a grievance process for graduate students.
  o Will this include assistant professors?
    ▪ Graduate students will be addressed first because they have less support since they are not employees. This model can be used for other areas; this is the starting point.
• Regarding top-down vs. department decisions: a balance would be ideal. Uneasy about decisions being imposed without having the opportunity to provide input but would be useful to have assistance with enforcing accountability.
• How to get those not in the room to buy in? This is how change happens. Has been attempted but has been difficult.
• Could a list be created of concrete action items surrounding DEI that departments have taken? This could be a resource to share with all departments to refer to for ideas. It could include items such as a list of potential speakers to bring to department meetings, examples of specific actions like diversifying website photos, etc.
• Some departments are already meeting these suggested requirements. Is data needed?
• Is there any merit to sharing the letter more broadly, to faculty and departments, or even publicly, in order to grow accountability? Could offer ideas to departments on good practices. Visibility could be useful.
• Action items are important. Could components of the letter’s recommendations fit in the goal 4 reviews?

Plan for Dean Gillaspy visit to November 9 EDC meeting
General conversation about common themes and that it is difficult to change the culture. The department climate letter may be a potential discussion item, and a starting point for a conversation about accountability. Desire for the time to be spent talking about action items, process, and execution. Need administration to advise on these steps; currently unclear.

Subcommittee planning for 2022-23 was not discussed due to many absent members and will be saved for the November 9 meeting. This meeting will be extended to 5:00pm.

Adjourn
The meeting adjourned at approximately 4:35pm.