The meeting was called to order by Tom Browne at 12:04pm.

Welcome

Review agenda
Will approve minutes later in the meeting once quorum is reached.

Additional item from committee member: possibility of additional component for faculty candidate interview process? Could be valuable for those in marginalized groups to meet with another individual who identifies similarly for a one-on-one discussion. Could ODEI facilitate?

Questions/comments:

• How would scheduling work? There are many faculty candidate finalists across departments. The dean’s leadership team meets with all finalists; associate dean for DEI attends as many as possible. Candidates can ask about mentoring, vision of college, etc. Several have asked about DEI initiatives.
  ○ Should be a different meeting than that with the leadership team so the candidates can ask different questions and get a different perspective.
  ○ Could be scheduled outside of the regular 1.5-day campus visit. Could be virtual to avoid logistical constraints.
• People could volunteer to be a peer who would meet with the candidates. Volunteers would choose to share their identity/community. The candidate could look at a list and select who they would like to meet with.
• How to solicit volunteers – initiative for EDC collectively?
  ○ Could be a subcommittee or full committee initiative.
  ○ ODEI could send the email to solicit volunteers. Or the email could come from departments. Incorporate into departmental best practices for hiring.
• Would the meetings be with other faculty, or also staff and students?
Initial thought was faculty, but it might be more important to meet with someone of a shared community and not necessarily a faculty member.

Will revisit at a future EDC meeting.

Dean Gillaspy & ODEI meeting debrief
ODEI and EDC co-chairs met with dean to discuss 1) her thoughts on pending proposals, 2) dean’s goals and vision for interacting with EDC in the future and 3) process for communicating ideas and proposals. The EDC has a direct line to the dean, as well as a line through the ODEI. Dean is supportive of the committee and its work.

Confirmation of EDC structure and plan for future engagement with dean
- Dean’s suggested structure: ODEI can bring ideas to EDC for feedback and vetting; EDC can also generate its own ideas. Goal is to use committee time meaningfully.
- Dean will engage with EDC as often as desired. Check in at beginning of the semester to outline goals and at the end of the semester for wrap-up. Can attend EDC meetings four times each year.

Field safety and department guidance communication to chairs
- Dean thought this was a well-developed plan that other departments could model. May not be relevant to every faculty in all departments, so it would not be mandatory.
- There will be a future communication from dean to department chairs that will provide guidance about field safety, web presence, departmental EDCs, code of conduct, department diversity reps, etc. Advisory rather than mandatory as departments may implement items differently depending on their unique needs.

Salary equity, start-up packages, graduate student issues
- Salary equity: letter asked that departments have a mandated internal process for salary equity and transparency for how it is applied. Dean would like to have HR manage this type of analysis so there can be a clear process by the college. Many levels of equity must be considered.
- Start-up packages: difficulty to analyze because each department and each faculty candidate has unique needs and requests (e.g., equipment) that skew the size of a start-up package. Data is scattered and will not align with equity.
- Comments/questions:
  - End points of start-up packages are tracked, but currently no data on negotiations, first round offers, or offers that are accepted quickly. Data analysis may best be housed at the college level instead of department level to offer a full viewpoint. ODEI can work on this.
  - Do we compare to peer universities?
    - HR is engaging with peer universities.
  - Departments handle block grants differently. Not every department values colleagueship the same way while handling block grants or raises. Example of the work needed to clean up campus policies and procedures; dean is interested in coordinating these items at the college level.
- Graduate student issues: dean is looking into the potential of abolishing segregated fee, but this is a university policy that the college cannot opt out of. Dean is looking at structures to reduce impact on students. Graduate student climate is a priority for the dean.

Sense of belonging and CALS mental health support
- ODEI is investigating ideas for an accessible student space.
- Dean is looking at developing mental health resources and hiring staff to be available for mental
health counseling within the college. Would be a partnership with University Health Services (UHS), not a replacement. UHS staff would be dedicated to a unit.

Approval of February 20, 2023 meeting minutes (attachment)
Brad Bolling made a motion to approve the February 20, 2023 meeting minutes. Justin Moua seconded the motion. The motion passed unanimously.

CALS awards
The community building subcommittee reviewed nominations and recommended a recipient. All nominations were strong.

Introduction to potential change to nomination process
- CALS is reassessing the award nomination process and requirements. How to encourage more nominations? For the DEI award, the definition of DEI could be too specific, which may restrict nominations. Adjust the definition of DEI?
- Comments/questions from committee:
  - Adjusting the wording would be more inclusive and approachable for students.
  - It is difficult to select nominees; having more information in the nomination packets is useful.
  - Hard to compare faculty, students, staff and groups. Could there be a rotation or multiple awards?
- ODEI is working on definitions for diversity, equity and belonging, to move beyond the initial ‘diversity’ component. Will help make the process more approachable and transparent.

Honorary Recognition nominations
Committee members should add potential nominees to the Google spreadsheet. An email reminder will be sent. Nomination deadline is April 14.

Goal 4 discussion
Not addressed; will revisit at a future meeting.

The meeting adjourned at approximately 1:02pm.