# Culture and Diversity Committee Meeting Minutes

February 22, 2016

## Present

Melissa Manthorne, Patrice Mason, Fiona Glade , Toni Martsoukos, Jan Williams, Bill Schnirel, Karla Shepherd, Sunni Solomon, William Shorter

## Strategic Plan Update

Our recommendation will be to update the current strategic plan using goals, objectives, and measures in part based on 2008-2013 strategic plan. This would be a stop gap measure. We also recommend that Diversity should be a part of the comprehensive planning process for the next strategic plan.

Sunni will write up our suggested changes to the current strategic plan.

## Climate Survey

We would like to present President Schmoke with three options for how to accomplish the climate survey with a timeline and cost for each.

1. 3rd Party High End
2. 3rd Party Middle Tier
3. In House (Schaefer Center)

Bill will research 3rd party options.

Melissa will reach out to Schaefer Center. Update: Melissa spoke with Ann Cotton. Bill Wells will follow up with her towards the middle of next week with an estimate on timeline and cost.

## Human Resources Recommendations

In the current hiring process for staff all members of the search committee enter evaluations for each prospect into PeopleSoft. HR is informed of committee decision and makes the offer on behalf of UB. For faculty hires only one committee member enters only one evaluation into PeopleSoft. HR often doesn’t know which applicant has been selected until after the process is complete and the offer has been made. When search firms are used, HR is not involved at all.

We will recommend that UB standardize the hiring process for both faculty and staff to include HR in faculty hiring in the same way that they are already engaged with staff hiring.

As with the climate survey, would like to present the President Schmoke with three options for how to manage staffing needs to support this new process.

1. New HR employee to be involved in all searches
2. Team of trained individuals to play this role in all searches (from multiple departments)
3. Train the business managers and include them in every search committee.
   1. For faculty hires we recommend that HR play this role to address the concern that a business manager’s voice might not carry enough weight with faculty members of the search committee.

For above scenarios 2 and 3, the training for these search committee members would need to include cultural competency training in addition to standard hiring training (e.g. questions that cannot be asked, etc.)

In addition to options discussed above, Patrice suggested that it would be helpful to create a video based training tool which can be shared with search committees when HR does not have sufficient staff to cover all of the search committees on campus.

## Cultural Competency and Diversity Training

We would like to start with a broad definition of diversity including race, ability, gender, LGBTQIA, etc.

Karla is starting to get questions from students regarding preferred gender pronouns. This could potentially be addressed in a blanket statement appended to all syllabi.

We’d like more time to benchmark this before making our recommendations. Karla will work on this.

## Other Topics to Submit with Report

We would like to request that the Cultural and Diversity Committee report directly to President Schmoke as a task force outside of shared governance **until** we have a position in place like a Chief Diversity Officer as requested by the Coalition of People of Color.

We base this request on the concern that Diversity might not be the top priority within the shared governance structure. We want to be sure that our research and recommendations are included in the information that reaches the president.

## Next Meeting

Monday, February 29, 10:30am, SC 301