

4.18.19 Minutes of A&S Task Force Meeting

Task Force Members Present: Kathleen Jenkins, Logan Chappell, Jennifer Bickham-Mendez, David Armstrong, Francis Tanglao Aguas

- Amended and approved minutes from 3.28.19 meeting.
- Task force members decided to organize our recommendations further into categories based on time expectations. Members decided to begin with a number of recommendations that we expect to be implemented by Fall 2019, those that should be implemented during the 2019-2020 academic year, and more long-term efforts. Members also decided to tackle further budget amounts at the next Task Force meeting which will be held on May 8th from 9-11 am.
- Members discussed the creation of a Director of DEI for A&S and appropriate compensation, time commitment and responsibilities. Members agreed that Assistant Professors should not be able to apply for the position and that Senior Lecturers at W&M should be able to apply for the position.
- Members discussed an approach for moving forward with the recently received Climate Survey Data given the limited time frame of this one semester task force. David Armstrong reported on broad categories he identified from the 169 individual comments captured from the diversity and inclusion prompt. Given the short time remaining for this task force and that we did not receive this data until the end of March, the members discussed recommending a committee to conduct a proper in-depth analysis of the Climate Survey data. Armstrong will prepare examples of qualitative comments representing these broad categories and themes for review as the Task Force prepares its final report/recommendations.
- Task force members discussed our review of diversity plans and hiring practices regarding whether candidates are asked by departments to submit diversity statements in their applications.
- Task force members discussed the need for a more visible fundraising campaign for diversity and inclusion initiatives in A&S.
- Task force members discussed upcoming visit with Tia Brown McNaire and Pat Lowrie from the AAC&U on May 6th and plans for incorporating their suggestions/comments on DEI efforts in A&S into our report/recommendations.