

Provost Faculty Diversity Council.  
December 16, 2016.

Meeting with Coache evaluation team: Cara Miexner, Marilou Johnson, Liz Johnson and Sonya Baker.

Members present: Mike Galgano, Gina MacDonald, David Owusu-Ansah, Teresa Harris, Johnathan Walker, Rhonda Zingraff, Yasmeen Shorish, Cara Meixner, AJ Morey.

The perspective of the Council is that we need to look carefully at personal and family policies, and especially as they affect collegiality in the unit. We do not need a Task Force. Even though the Coache survey is not a climate survey, we have enough information here, and informally, to feel that it's time for action. Specific recommendations:

1. Find more ways to initiate and improve mentoring support systems for new and URM faculty, including giving service credit. Put mentoring as a report item on the annual report.
2. Cultivate a university culture of reviewing promotion and tenure criteria so that units receive fresh perspectives and encouragement to improve their own systems.
3. Let us receive consistent messaging from upper administration about the importance of true inclusivity. Not just boilerplate language about getting along with each other, but specific, directed encouragement and examples that point toward modifying implicit bias and micro-aggressions.
4. Create a better system for people who are having difficulty in their units. The current system is so protective of the institution that the person who feels they are being bullied, harassed, or otherwise discriminated against finds little support for pursuing resolution. Neither the ombudsperson nor the Title IX officer can serve this function. We are thinking of a small, trained group of faculty who could serve as a friendly companion for difficult conversations. Another way to articulate this is to talk about a safe space for distressed faculty.

These recommendations would be in addition to system-wide education of faculty and administrators about diversity intelligence. The Vice Provost for Academic Development is exploring consultant options presently, and we support these initiatives.