

CAL Diversity Minutes October 14, 2016

Appointed department representatives:

Chair: Frances Flannery	flannefl@jmu.edu	Phil/Rel
Members:		
Elizabeth Pass	passer@jmu.edu	WRTC
Erica Cavanagh	cavanaek@jmu.edu	English
Stephen Chappell	chappesx@jmu.edu	History
Michael Davis	davismk@jmu.edu	SCOM
Yenisei Montes de Oca	monstesyx@jmu.edu	Foreign Languages
Alexandra Vilela	vilelaam@jmu.edu	SMAD
Heather Scheuerman	scheuehl@jmu.edu	Justice Studies
Liam Buckley	bucklelm@jmu.edu	Soc/Anth
Jennifer Byrne	byrneje@jmu.edu	Political Science

In attendance: Frances Flannery, Erica Cavanagh, Stephen Chappell, Michael Davis, Alexandra Vilela, Liam Buckley, and Sue Spivey representing Justice Studies for Heather Scheuerman.

I. The Council discussed a diversity issue that emerged from the Philosophy & Religion Department, specifically, the lack of raises and/or other increases in salary. As is well documented, JMU's salaries fall far below those of peer institutions, and if we're interested in attracting and retaining diverse faculty, JMU might not be an attractive option for faculty who come from lower socio-economic classes. Thus, salary relates to class issues and systems of privilege.

Mike Davis suggested a potential course of action: research peer institutions' salaries and rates of faculty retention.

II. The CAL Diversity Council followed-up on discussion from previous meeting about a prospective campus climate survey focused on LGBTIQ issues, a survey that would be directed at students, faculty, and staff. Primarily, the Council discussed the goals of the prospective survey and the efficacy of previous JMU campus surveys. The Council also listed potential consequences of failing to create a supportive environment for LGBTQIT individuals: loss of faculty member and cost of recruiting another; loss of potential faculty member; loss of potential students; loss of current student who decides to transfer; and law suits.

The Council resolved to ask Dr. Matt Lee of Psychology, who directed the #MadisonMatters Campus Climate Survey in 2015-2016, how long it took his group to create the survey, interpret data, and develop a report on that data.

Dr. Lee's co-collaborators on the #Madison Matters project will present the findings from the 2015-2016 Climate Survey at the next CAL Diversity Council meeting on November 11,

2016. This survey was directed at students and focused on diversity issues related to race, gender, religion, and disability, but not matters concerning LGBTIQ individuals.

III. The Council reviewed the guidelines the Office of Access & Inclusion set forth in the “Facilitated Departmental Dialogues” document. The document outlines approaches to discussing diversity issues and values with our respective departments and gathering information about those issues and values.

Mike Davis and Sue Spivey reported that previous data-collecting regarding diversity did not lead to administrative change; thus, the Council questioned what we would want to achieve by collecting this information, and if we were to collect the information, what would be an effective way to present it. Liam Buckley suggested that rather than “data-dumping,” we interpret collected data and create a report framed as preventative and forward-thinking that outlines best practices in relation to diversity.

Action Item: By the end of the Fall 2016 semester, CAL Diversity Council members will ask their respective departments what assets we possess and challenges we face related to diversity. In terms of strategy, when we discuss diversity with departments, stress the core values listed in JMU Strategic Plan under “[Access, Inclusion and Diversity](#).”