

Brenda asked to call first meeting. Brenda called meeting to order at 10:00a.m.

- A. Can't approve minutes from April 29, 2019 not available
- B. Elect new Chair, unanimous vote, Brenda Cardenas elected.
- C. Issue, Margaret Fraiser said not on committee.
- D. Old Business
  - a. Packet for training materials for dean/hiring committees, since there are some hiring taking place
    - i. Advertising broadly within budget constraints to reach a diverse pool
    - ii. What else to make candidates feel welcome
    - iii. Materials could include resources on how to address implicit bias and readings on recruiting diverse pools
  - b. How to create packet, who will do what,
    - i. L&S already has faculty recruitment checklist, committee should review and identify areas that can be enhanced
    - ii. Is something like the L&S checklist available in the other colleges and schools?
    - iii. The committee should review what's currently available and determine what's missing. Then the committee could develop a stand-alone diversity piece that can be provided to different people that contribute to recruitment and hiring of faculty.
    - iv. Could have legal and HR incorporate it into their training for search committees
    - v. Purpose for packet should be developed. Why it's needed should be clearly outlined. List of places to advertise. Best practices for recruiting diverse pools. General suggestions within disciplines. Consider social media outlets and not just traditional professional groups. Maybe something like identify three groups/places outside of traditional professional groups.

### **Issues**

- How to capture diversity in recruitment process
- Very few non-Asian tenure-track faculty members
- Affirmative categories allowed to ask: race, gender, disability, and veterans status. Gender identity is problematic because of the male/female options only.

### **Action Items**

- check to see if other schools have faculty recruitment checklists: Jamie will check with the PREPS
- Online diversity training module: Jamie will ask HR to give us access to training module that UW system has already paid for
- Brenda will contact Kim Kimpel so that another member can be added.

Meeting adjourned at 11:00am.