

# DEI in Faculty Recruitment, Retention & Development

February 3, 2022

**Attendance:** Allbaugh, Caruthers Collins, Dildar, Pantula, Srivastava, Yang, Yildirim

## Meeting Notes

### I. New Subcommittee Meeting Time

- a. A new subcommittee meeting time will be selected to accommodate changes in schedules.

### II. Discussion on Equity Gaps

- a. Salary Ranges for Faculty Openings
  - i. Salary ranges should be transparent and ideally posted with job openings and advertisements
- b. Equity Gaps in Graduation Rates and Student Performance
  - i. Departments looking at data related to faculty support, office hours, tutoring and other services as it relates to student success
- c. Reaching out to URM Students
  - i. Informal student and faculty gatherings. A more casual, informal environment might promote a warmer culture for students to connect to faculty.
- d. Workshop Ideas and Resources
  - i. Faculty can benefit from opportunities including critical information literacy and socially responsible pedagogy.
- e. Supporting Faculty/Student Connections
  - i. How can we offer more institutional support for faculty to create community connections and helping students?

### III. Next Time

- a. How do we take concrete steps towards these goals? And remember, creating buy-in with faculty will be most successful.
- b. ACC updates to Anthology Assessment Logic Model