

## Building Community Committee Meeting Notes for December 5, 2007

December 6, 2007

Members present: Adams, Cordova, Parsons, Davis, Needham

Others: Manuela Huso, Marty Roberts

1) **Committee Membership** – Tom discussed the need to balance the membership over years and to identify a Chair for the committee next year since he will be rotating off. Caryn Davis and Pat Cordova volunteered to stay one extra year on the committee (through Academic Year 2008-09). It was decided that since we added an “FEC Rep” to the committee to drop one of the three Classified Employee slots. This solves the problem of trying to fill the third Classified Employee position. Tom will check with Clay Torset and Ed Jensen for recommendations on an undergraduate student to add to the committee. Tom will also check with Nick Som about filling the graduate student slot (he agreed to temporarily serve as the grad student rep until a new rep could be identified by the College’s Graduate Student Council). We still need to identify a chair (or co-chairs) for next year.

2) **BCC webpage** – Caryn talked to the College’s web Coordinator, Chris Smith, about setting up a BCC website. He thinks this can be done fairly easily. Among the items/links on the website should be: the College’s Diversity Action Plan and summary results of the open-ended questionnaire, BCC Meeting summary notes, Meeting dates with agendas, Committee membership, Activities sponsored by the BCC, a place for individuals to provide comments to the BCC, and linkages to other building community-relevant sites across campus and elsewhere (e.g., OSU Office of Community and Diversity, Affirmative Action, sexual harassment training video).

3) **Leadership/Communications forum** – Manuela Huso and Marty Roberts have been leading a small committee developing concepts for a program to enhance communication and leadership skills among faculty, staff and students in the College. This concept has evolved out the “Gender Forum” discussion started earlier in the year. Fostering a climate of open communication and mutual respect of alternative viewpoints is particularly important given the College’s reorganization process. Thus, this is a timely topic. Manuela, Marty and others (?), met with Angelo Gomez and Jennifer Almquist in Affirmative Action earlier in the week and learned of a successful effort to improve communication in Animal Sciences. We agreed to invite Jim Males (Department Head in Animal Science), Angelo and Jennifer to discuss what was done (**Tuesday, December 18, 9-10:30 AM, RH 115**). In addition, Manuela agreed to write a draft goals statement for the “communication building” process we want to foster in the College. It was stressed that the College leadership not only needed to have buy-in into this process, but needs to be involved in the development and implementation of the effort.

4) **Report on the Office of Community and Diversity meeting on collaborative recruiting (November 19, 2007)** – Mark Needham attended this meeting and gave a brief summary to the group. The meeting involved over 50 colleagues from units across campus discussing recruitment approaches for increasing student and employee diversity. Main themes of this meeting were:

- Admissions Office is focusing heavily on recruiting diverse students, with targeted efforts on: (a) African Americans in the NE Portland area, and (b) diverse populations in other states (e.g., AK, HI, TX, UT, CO, AZ)
- Two-thirds of OSU international students are graduate students, with over 60% from Asian countries. There is a need to expand diversity among undergraduate students and students from non-Asian countries.

- The biggest challenge at OSU is to maintain consistency in recruitment efforts instead of one-shot cross-sectional efforts.
- Affirmative Action offers tailored workshops for addressing diversity among existing personnel (e.g., recent events in Animal Sciences) and for recruitment and retention of new personnel from diverse backgrounds.
- OSU Provost Office offers a faculty diversity hiring initiative where the university matches funds for salary for three years, but the faculty member must be tenured (not tenure-track). This program is important because, for example, the number of people of color receiving a Ph.D. in the last 10 years has increased 300%, but the number being hired into professorial positions has only increased 17%. The problem with this program, however, is that diversity candidates are a “hot” commodity among other universities so bidding wars can occur and OSU may lose out due to inability to compete in offering an attractive salary and benefits package. Another problem is that diversity hires often are expected to work on increasing diversity once they are here, but this is rarely included in the FTE allocation and job description. Expectations regarding diversity must be explicitly noted in the offer letter, job description, and FTE allocation so it is clear what the expectations are and to ensure that the new hire is not spread too thin in his or her duties. It becomes a challenge, however, when evaluating performance related to “increasing diversity” in P&T evaluations so the university requires the new hire to be already tenured.
- Engineering Department has few female students so are now using innovative recruitment techniques to increase diversity (e.g., data warehouse to target specific groups and mailings, Facebook internet sites, mentorship programs, innovative brochures and videos).
- OSU Honors College also considers diversity to be important and is striving to get the message out in diverse communities (e.g., NE Portland).

5) **Building Community activities: Jan-June, 2008** – There was a brief discussion about the need for a College “social event” other than the monthly pay day coffees. Caryn indicated that the Dean’s office was considering including a lunch with the Dean’s Award ceremony in January. It was also suggested that a social event might be built into the Communications program expected to occur early next year (see # 3) above).