

## REPORT OF THE WORK OF THE 2008-2009 DIVERSITY & EQUITY COMMITTEE

The committee first convened in late September. Dr. Neal Abraham addressed the DEC. He shared the following:

- List of minority faculty members and librarians
- The University regularly reviews with its attorneys its hiring policies and procedures used to address diversity issues in order to assure that the University is as aggressive as legally possible in its recruiting of employees.
- Commented on DEC's charge for the year. He noted that the general charge is pretty open and allows for a lot of freedom.
- Noted that Dr. Casey may give the DEC a special charge based on the Campus Climate Task Force.
- Encourage the DEC to file an annual report of its work with the University community.

The DEC asked Human Resources to give a presentation of current policies relating to leaves for the birth or adoption of a child. Following the presentation, the DEC discussed a number of items:

- Maternity/Paternity leave options
- Breastfeeding education and support
- Differences in flexibility for salaried employees vs. hourly employees vs. faculty employees and between individual departments
- Communication and education
- Day Care

No final action was taken.

The DEC met with Dr. Casey, Ray Burgman (new Special Advisor to the President for faculty Strategic Initiatives) and Jeannette Johnson-Licon (Special Advisor to the President for staff Strategic Initiatives). At that meeting, it was determined that Ray and Jeannette would come back to the DEC with suggested initiatives. In the final DEC meeting of the year, Jeannette and Ray presented some suggested initiatives (attached). The DEC was charged by the President to come up with three initiatives by early August so a presentation could be made to the faculty at their September meeting. Jana Grimes was asked to determine how the initiatives would be distributed to staff.

Lori Miles, Assistant Professor of Art, will serve as DEC Chair for the 2009-2010 academic year. The committee is looking forward to an exciting and challenging 2009-2010 academic year.

Respectfully submitted,

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Chair, Diversity & Equity Committee, 2008-2009