

Diversity Task Force (Call #2)
January 11, 2016 2 ET
Call In [215-446-3656](tel:215-446-3656) Passcode [1442561](tel:1442561)

The Diversity Task Force was created by ESCOP (Experiment Station Committee on Organization and Policy) to explore the topic of diversity in research leadership across the Land-grant University System, to provide ideas and actions for consideration, and to supplement institutional, regional and national diversity and inclusion efforts. The focus should be primarily on enhancing diversity among the Experiment Station Directors, Research Directors and Administrators, and their associates and assistants.

Key Questions to consider:

- ❖ How do we create diversity in ESCOP leadership and its pipeline?
- ❖ Where are we now? Where do we want to go? What does success look like?
- ❖ Are there actions and programmatic activities that might contribute to advancing this critical issue?
- ❖ What best practices could we adopt in our regional and national associations that would complement on-going efforts?
- ❖ Others????

Agenda

- 1) Roll call, Approve Call #1 Notes
Present-Shannon, Soyeon, Jackie, Doze, Cynda, Charles, Dan, Chris, Sarah, Karen, Jeff
Absent-Ali, Rubie, Tim, Carolyn, Sarah Lupis (?)
- 2) Approve Call #2 Agenda, Key Questions/Call Outcomes
Approved
- 3) Discuss trends and insights in diversity 'data' information (Homework #2)
 - *Consistent trend of the obvious, there is limited diversity, this information continues to identify the situation, supports the creation of the Task Force, more information is not needed at this time to illustrate the issue, might be a need in the future to gather data on the climate, gender and minority looks worse for research directors, it would be nice to have data before diversity efforts were implemented at different LGUs and then compare to present day to evaluate effectiveness of efforts
 - *Data does not tell why or why not relative to administrative careers, what are administrative careers like, changing demographics in a state does not necessarily reflect the gender and minority of the higher education institution, some of the data on faculty at our LGU offers up some surprising gaps and trends that one would not necessarily expect,
 - *Trends not surprising for women and minorities; some regional discrepancies; we need to focus and be intentional on 2-3 goals in order to accomplish goals over the next 5 years.
 - *There are limitations to the data.
- 4) Review and Reaffirm 'Potential Thematic Areas/Topics'
 - *Consider disruptive events to cause change, supplement institutional activities, look at some specific institutions for best practices, across all topics.
- 5) Generate Task Force ideas and provide additional resources (all calls)

*Various pipeline and recruitment discussions – systematic pathway to nurture engagement with USDA, LGUs to build undergraduate, graduate, faculty, administrative connections; communications across internships, graduate school and across institutions important; What am I doing here in graduate school?; climate in the organization key; need to feel supported.

*Not ethical to have recruitment efforts unless there is a retention plan in place to keep what advances have been made (ordered approach).

*Need to develop Roadmap to retain and recruit diverse faculty, identify critical steps over time.

*What is the turnover like for research administrators? Smaller institutions (e.g. Western) struggle to recruit, so they are open for periods of time.

*Jeff, Dan, Carolyn, Karen will create a written framework to work from going forward that attempts to capture initial discussions enabling work groups to be formed to generate more in-depth actions.

*Several new articles were provided in Basecamp as resources.

6) Next steps

- a. Call 3 (February 8, 2016 2 ET)– Review and discuss literature resources (tentative topic)
- b. Breakout into smaller workgroups (tbd)

Call Outcomes

- ✓ Consensus reached on data trends and insights.
- ✓ Consensus reached on Thematic Areas/Topics to focus on.
- ✓ Commitments made to actively engage in on-line and off-line activities.
- ✓ Progress initiated toward improving the diversity in ESS/SAES/ARD research leadership.