Minutes – AA/EO Committee Meeting
February 23, 2006 – 3:00

Members attending: Carl Allsup, Rosalyn Broussard, Frank Igou, Rea Kirk, Miyeon Kwon, June Li, Rita Rukashaza, David Zierath

This meeting was a continuation of the earlier discussions about effective affirmative action processes for hiring of faculty and academic staff.

Screening processes that continue of the College of LAE:

- Carl Allsup reported on his experiences with two searches, saying he has the strong sense that without his (or similar) involvement, there would not be success in seriously considering people of color for the Director of the School of Education or the English Education position. The former included two people of color among four who were interviewed and the latter search definitely included attention to diversity.
- Rosalyn Broussard reported that the Geography search has led to two women candidates and one man, but none of them people of color. The Political Science position is still receiving applications.

Rita Rukashaza brought up the question of advertising directed toward members of racial minority groups. Her sense is that the ads don’t get responded to, despite high costs of ads in “minority sources.”
- Carl suggested that such ads might well be passed on within minority communities to people who would not express that the ad was their source.
- Rea Kirk said that seeing people at conferences is a strong way of directly seeking candidates. Some people might expend the effort, but it’s a real commitment to do that.
- Rita noted that the AA Office has books of recent minority and women recipients of Ph.D.s and those could be used to personally contact potential candidates.
- Rosalyn noted the possible contact with schools that would lead to their sending information about candidate directly to the university. She had her original contact with UWP through her graduate school sending out such information and it being responded to by Tom Waters.

Carl suggested the need for a workshop that would be available – perhaps required – for members of search and screen committees, so that we can be assured that a significant effort is being made to get them to really take seriously the commitment to diversity that the university espouses. It could include what is available for help and how to proceed, including questions, decision-making, and responsibility for actions (results).

We are interested in how those can be accomplished in all of the colleges, so more consideration of the topic will be forthcoming.

Submitted by David Zierath