Meeting Summary

I. Approval of the December 3 meeting summary
   o Motioned, Second, Approved

II. Chair’s update
   - Strategic Planning Committee
     o Holding a series of 10-15 small forums around campus.
     o Asking committee for input on some questions.
   - The Provost’s Fellowships- Applications for courses that encourage diversity
     o February 1st deadline for application.
     o Committee will be reviewing the applications during February meeting.
     o Can we clarify the guidelines in the application process?
   - Shortlists- Departments have hiring goals. Goals are based narrowly on percentage of people receiving PHD in the field.
     o How to have a more nuanced approach to hiring in regards to diversity?
       • Future meeting topic

III. ADVANCE grant update from Linda Bisson
   - Linda Bisson gave an update on the ADVANCE Grant
     o How to become an equitable institution.
     o Next round table meeting will be held on May 2nd.
     o Work life balance- child care: Recognize the importance of family without jeopardizing your career and education. What can the institution do to ease this challenge?

IV. Further discussion on graduate student mentoring
   - Action Item- Careers students pursue post-graduation and the actual rates of PHD completion.
   - Graduate students are heavily impacted by undergraduate climate issues due to their frequent contact with undergrads.
   - More Master’s programs?
     o Some students want to teach in less research driven environments but still receive a quality education.
   - Issues regarding the funding for grad students.
We are losing URM and female students due to not enough funding.

V. Discuss the Diversity and Inclusion Initiative Response

- Focus on accountability for upholding policies on all levels.
- **Action Item:** Collect questions for faculty forums via ASIS whiteboard.