

Meeting Summary and Recommendations

The first meeting of the Roundtable Board for the newly awarded ADVANCE project was held on Monday, 13 April 2015, 4pm – 7pm. The meeting consisted of three components described below:

- Small group discussions with deans to address questions posed by the Board. The questions prompted dialogue about strategies for changing the diversity of the faculty, staff, and students at the University of Delaware.
- Brief remarks from the Board members responding to reports from the small group discussions.
- Small group dinner discussions, focused on goal setting for the next five-years.

Based upon the events of the meeting, the Roundtable Board formulated the following recommendations with respect to each administrative group:

- **College Deans:** The deans are critical to the success of the ADVANCE project, both in terms of immediate and sustained success. The level of commitment from the deans to the ADVANCE project is already impressive and should be leveraged through workshops in the near future (e.g., within the next six months). In particular, it is important to continue to refine the goals and milestones discussed during the Board meeting, and identify common versus unique goals and milestones among the different colleges. Further, it is important to identify what can be achieved with little resources versus significant resources.

While the meeting provided some engaging discussions about goals and milestones, it was pointed out by all of the deans that it is important to garner input from the department heads prior to the next discussion about goals and milestones.

- **Department Heads:** As the department heads interface directly with faculty and students, it is important to assess the current environment and climate with respect to fostering inclusion of diversity at the level of faculty, staff and students. This may entail some difficult dialogue sessions, with well-trained facilitators. Among the foci of training, it is recommended that microaggressions and their negative effect on departmental climate receive prominent attention.
- **University-level Administration:** During the meeting, it was noted that the University of Delaware is undergoing a transition with respect to the top leadership. The ADVANCE project is in an excellent position to be a major resource to build momentum and help guide the conversation to bring about greater faculty diversity. In particular, the ADVANCE project is uniquely positioned to keep the diversity issue at the forefront during this time of transition and the project team is encouraged to work closely with the interim leadership to position the project for a key role throughout the transitional period.

Meeting Details

Meeting Agenda: Monday, 13 April 2015, 4pm – 7pm

- **4:00pm – 4:15pm:** Mix and mingle
- **4:15pm – 4:45pm:** Small group discussions to address questions posed by the Board
- **4:45pm – 5:05pm:** Report out by deans from small group discussion
- **5:05pm – 5:25pm:** Remarks from Board
- **5:30pm – 6:15pm:** Dinner and small group discussion on goal setting (next five years)
- **6:15pm – 6:45pm:** Each dean reported out on goals
- **6:45pm – 7:00pm:** Final remarks from the Provost

Questions posed by the Roundtable Board:

- Please comment on where your college is today and where you would like to see your college with respect to the diversity of faculty, staff, and students in the next five years and 10 years?
- What do you see as the benefits of changing the diversity?
- What are the current environment and impediments to achieving the goals?
- What are the current actions that are being taken to achieve the diversity goals?
- Which are possible incentives needed for achieving the diversity goals?

Roundtable Members:

- Valerie Taylor, Texas A&M University
- Melvin Hall, Northern Arizona University
- Aida Hurtado, University of California Santa Barbara [Dr. Hurtado was unable to attend the meeting due to a family emergency.]
- Levi Thompson, University of Michigan

Meeting Attendees:

- Domenico Grasso, Provost
- Matt Kinservik, Associate Provost for Faculty
- Carol Henderson, Associate Provost for Diversity
- Peggy Botorff, Provost Chief of Staff
- Kathy Matt, Dean, College of Health Sciences
- Babatunde Ogunnaike, Dean, College of Engineering
- Lynn Okagaki, Dean, College of Education and Human Development
- Mark Rieger, Dean, College of Agriculture and Natural Resources
- Nancy Targett, Dean, College of Earth, Ocean and Environment
- George Watson, Dean, College of Arts and Sciences
- Bruce Weber, Dean, College of Business and Economics
- Pam Cook, PI, ADVANCE project
- John Sawyer, co-PI, ADVANCE project
- Robin Andreasen, co-PI, ADVANCE project
- Heather Doty, co-PI, ADVANCE project
- Emily Bonistell Postel, Director, ADVANCE project
- Joan Buttram, ADVANCE project evaluator