

DEI Task Force Meeting **2/21/19**

Present: Eric Hilton, DaNika Robinson, Will Benton, Rochelle Seitz, Laur Ferris, Emily Hein, Jeff Shields, Tricia Thibodeau

DEI Updates

Chairs provided update from DEI Task Force Chair's meeting at W&M on 2/14/2019

- W&M Climate Survey (Fall, 2018) results will be ready to disseminate after Board of Visitors reviews the results at their spring meeting (April)
- Spark Leadership program on racial bias to be held on March 13 [this has been announced in the W&M Digest on 2/22/19]; there will be also an afternoon session for a smaller group, including DEI task force chairs/members (and others, with about 7 or so from each school; limited due to space constraints) on bias in hiring.
- \$1.5 M from an anonymous donor was announced for diversity initiatives (announced to coincide with Rowe's inauguration; supporting the Name Coach (first phase), second phase will be including name coach to the directory; third phase will be adding preferred pronoun usage
- W&M has become an institutional member of National Center for Faculty Development and Diversity [see email message from Provost from 2/11/19]
- Discussed the search committee training module, and we related our experience at VIMS with this module; there was great interest and appreciation for the success of our experience with it

Discussion of Diversity Plan Goals

Continued discussion of Goal 2. *Enhance Awareness and Communication*

Discussion of Professional Development Funds

- Is there data on who gets these (generally assumed it is PPF, but who is getting most of the funds, and for what reasons)?
- Need for encouraging professional development, at all levels of VIMS community (e.g., whether it is through a conference or a certification, as appropriate for an individual's profile) [DaNika has confirmation that all employees except faculty, post-docs, and students can apply; i.e., PPF, hourly, technical, etc.]
- Currently these opportunities are only advertised by email, and this should be expanded (mail, fliers, bulletin board postings; though this brought up the need for increased computer access for all employees; e.g., facilities staff), together with a clarification that matching funds (while encouraged) are not required and that they are intended for continuing education (related to one's job) opportunities
- Encourage more to apply, while being clear that these are competitive funds; if there is an increase in applications, it may force a "if you have received it in the past X years, you are not eligible"

Goal 3. *Modify Recruitment and Hiring Practices.*

- Looking at hires to increase diversity and/or commitment to diversity; ensure that job ads highlight the importance of this to VIMS

- Can letter-writers be asked to specially address a candidate's commitment to diversity? [Note: Rochelle inquired to Libby MacDonald as to the current letter request wording, and below is a template letter solicitation that Libby forwarded. There is possibly room to strengthen the wording of the Diversity section of the letter.]

Hello,

XXXXXX has applied for a position at the College of William & Mary. This candidate has requested a letter of recommendation from you. Please click on the link below and fill out the information and/or upload your letter as requested.

Job Title: Assistant/Associate Professor Coastal and Estuarine Ecology

Posting Number: F0101V

A summary of this position is provided for your review.

Assistant/Associate Professor in Coastal and Estuarine Ecology: We invite applications for a tenure-eligible Assistant/Associate Professor position in the School of Marine Science, VIMS. The position is anticipated to begin in the fall of 2019.

The School of Marine Science at VIMS is the graduate school in marine science for the College of William & Mary. Chartered in 1940, VIMS is currently among the largest marine research and education centers in the United States. VIMS employs 52 full-time faculty members, 256 staff, and has 80 graduate students in master's and doctoral programs. There are four academic departments at VIMS: Biological Sciences, Environmental and Aquatic Animal Health, Fisheries Science, and Physical Sciences. Further information on the Virginia Institute of Marine Science and the School of Marine Science may be accessed through the web at: www.vims.edu.

The successful candidate will develop and maintain an active externally well-funded research program, teach core and advanced courses, advise students (primarily at the graduate level), participate in university and VIMS/SMS governance, and provide advisory service on related resource management issues to the Commonwealth of Virginia.

The candidate is expected to direct ongoing seagrass monitoring and restoration efforts, as well as provide advice to Chesapeake Bay and state agencies on SAV matters. Candidates who are prepared to engage in cross-disciplinary research consistent with the VIMS mission will be especially welcome.

We are seeking candidates who share VIMS' commitment to the principle that diversity and inclusion are critical to maintaining excellence.

To provide a reference please click on this

[Link](#) (Note: I have removed the link to ensure nothing will change the access available LM)

Thank You,
Employment
College of William and Mary

DEI Task Force Meeting Agenda
Wednesday, February 27, 2019 at 9:00
D/D Conference Room

Conference Bridge Call-In Info:

Local – 804-684-7600 (VIMS or ESL can dial 7600)

Toll Free – 1-833-236-8467

Conference ID: 7006#

Conference Password: 3326#

1) Review minutes of Feb 21 meeting

2) Discuss VIMS Diversity Action Plan

- Pick up from Goal 3 discussion and proceed through goals

Meeting Goal

- Discuss potential recommendations related to Goals 3, 4, 5 (of 9) of the diversity plan.