

Minutes of the CODE  
December 16, 2013  
Sacramento Hall 275

Members present: Nouredine, Jones, Hanna, Akutsu, Bishop, Antonyappan

1. Select note taker: Marlyn Jones served as the note taker for the meeting.
2. Minutes approval from 12/2/13: – The note taker for the meeting held on 12/2/13 was absent and the minutes were not forwarded for approval. The minutes will be approved at the next scheduled meeting.
3. Climate survey: - Akutsu shared editing comments. He recommends that the revision tries to overcome the methodological weaknesses in the current survey by reviewing and revising the questions to more closely align with the current obtained OIR data gathering protocol and eliminate questions that might be construed as leading. Discussion ensued with respect to what the Survey is intended to accomplish. Recommendation that CODE table the matter until the next meeting. Special thanks to Akutsu for all the work on the instrument.
4. Senate report – Akutsu reported on Senate Discussion with respect to impaction. Departments declaring impaction are required to submit annual reports. He reports that Biology has recently submitted an application to declare impaction. In its application the department submitted a diversity impact statement and reports. The Department of Psychology, that recently declared impaction, is in the process of evaluating the impact on student enrolment in the department.
5. Executive committee report: – Nouredine – reported on her attendance at the Faculty Senate Executive Meeting held on Tuesday, December 10<sup>th</sup>. Some of the issues discussed at the meeting include IPP and Impaction Policy.
6. Other:
  - a. UARTP 6.06D The committee members in attendance discussed upcoming hires and note that it is important that departmental policies reflect the language of UARTP 6.06D which outlines the role of AA/EOR persons on departmental personnel/hiring committees.
  - b. The meeting discussed are request for a copy of the Annual Departmental Report on Impaction
  - c. Campus Diversity Initiatives: CODE is charged with issues of diversity and equity on campus, but is not given any form of representation on campus committees that undertake specific initiative.
    - i. Motion: it was moved – (Jones) and seconded (\*\*\*\*\*) to make a request of the President to include a representative of CODE as a member of the Campus Climate Committee.

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