

**Diversity Council Minutes**  
October 13, 2016 ~ 11:00-12:00 PM  
Minutes

Meeting called to order at 11:00 – 12:00 pm

Attendance: Carolyn Fonyo, Dwaine Plaza, Goran Jovanovic, Thuy Tran, and Kreg Linderg (Bend via Skype)

**Regrets:** Jason Thomas and Amarah Khan

The meeting began with group introductions.

Dwaine discussed the meeting he had with Mike Bailey and Vicki Nunnemaker. He discussed the two main projects that were optional for the Diversity Committee for 2016-17. The group agreed that we should focus on just one project.

- (1) Carry out a study of the faculty of color who “revolve” out of OSU after only working for a short period of time.
- (2) Carry out a survey of faculty at OSU who teach international and INTO students.

The group discussed the difficulties of each project.

Bend does not have any international students yet; so it’s not a major issue for them.

There is an issue, particularly for Engineering and Business faculty who are having to deal with international students; there are cultural and cross cultural learning styles that are unknown to many faculty. We know very little about this issue.

There is very little in the literature about the revolving door of all faculty. We know lots about the pipeline issue for getting minority faculty into the university. We know very little about why faculty of color or other faculty leave academic jobs.

The revolving door for faculty is difficult to study because it’s not only faculty of color that revolve— other faculty also leave for unknown reasons.

We need to get more data about the revolving door syndrome at OSU in order to design a study.

Dwaine will contact OSU Human Resources and find out if we can get information about faculty leaving OSU.

- How many faculty leave annually? Are there any exit surveys for faculty who leave?
- Are there any patterns of departure from HR’s perspective? 1 year, 2 years, 3 years, 4 years? Gender? Discipline? College?
- Why do they go? Where do they land once they leave OSU? Does HR know any of this information?

Next time the group meets I will offer to hook up Amarah through Skype.

The group agreed that meeting once every two weeks to work on a single project is OK.

Thursdays at 11:00 am seems to work well as a meeting time?

Meeting was adjourned at 12:00 pm.