Task of Committee (please indicate the task of your committee here):

The Executive Committee has asked we specifically look at:

1. Basic research on the demographics of the current UL Lafayette Faculty
2. Development of strategies to recruit and retain underrepresented groups to the faculty

Progress Report:

# Since the last Faculty Senate Meeting, the following has been accomplished:

1. We have set monthly meeting dates for spring term Feb 1, Mar 1 & Apr 12 at 1:00pm MDD 104
2. Task #1: We have reviewed the demographics report from research office and made a list of other data needed to complete the assigned task.
3. Task #2: See attached summary page 2 from meeting notes / brainstorming ideas on 01/18/13
4. 
5. 

Committee Members Present at Committee Meetings:

# List the members of your Committee who attended Committee Meetings since the last Faculty Senate Meeting:

1. Aeve Pitre
2. Rhonda Evans
3. Bill Ferguson
4. Sara Birk
5. Jean Kiesel
6. Michael Pratt
7. Griff Blakewood

Anticipated Future Plans:

# Before the next Faculty Senate Meeting, the following actions are planned:

1. We would like to look at case level data on faculty across rankings to look for trends and patterns
2. To formulate a plan of action for the retention and recruitment of UFG we must first understand /know who, what, how, why and where
3. 
4. 
5. 

Action Required by the Faculty Senate (list any action that needs to be taken by the Faculty Senate as a result of this report):

1. We need Faculty Senate to “Define” what is Underrepresented (faculty groups) so we are all on same page.
2. Aid us in the collection of the requested data from what ever sources available on campus.
As per our meeting, I am sending you a list of the data elements we would like to examine as a committee, if possible.

We are requesting the following case level data on all faculty members in flat file comma delimited file format, if possible:

We want to be able to link each of these elements to a given faculty member in order to be able to conduct analyses to determine the status of underrepresented faculty members relative to other faculty members. They can exclude the names, but we need a case number or employ id to serve as the case #.

Hire date
Length of time between hire date and tenure, for tenure faculty - if you have tenure date and hire date, this can be computed during analysis.
Length of time between hire date and promotion to each rank - if you have date of promotion to particular ranks and hire date, this can be computed during analysis.

Gender
Race/ethnicity
Current Rank
Department head status, if you are including them as faculty
Salaries - we need to know if it is a 9 month teaching salary, includes summer salary, includes grant funding, or includes department head stipend. Ideally, we would want to have these separate or just have the nine month faculty salary.
Evaluation rankings annually, if available, this would allow us to compute an average rank for each faculty member to use as a control variable.
Department
College

Additionally, if we retain records on the gender and race/ethnicity of the candidates we bring on campus for interviews, prior to making hiring decisions and those we offer positions to vs. those who accept the position, it would help us to discern whether we have problems in recruitment. We would want this information on all new faculty hires that have been made across time, for as long as we have been tracking, or the last 25 years.

Lastly, if we have kept records on faculty who leave once here, it would help us to determine if we have problems with retention. Preferably all of the above information would be included along with a variable on a given faculty members leave date.

I know this is asking for a lot and that some of this information may not be available at all, but we will take what we can get.

If we are not able to gain access to case level data, minimally we would like to view the distribution of faculty members across rankings, in three year intervals for the last 25 years, by gender and race/ethnicity, so that we can see look for trends and patterns. We would like the same distributions across time for salaries by rank, gender, race/ethnicity if possible.

I think this is everything that we discussed. If anyone remembers anything else of thinks we need some additions or subtractions, please feel free to do so.

Rhonda

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