UNIVERSITY OF LOUISIANA AT LAFAYETTE
FACULTY SENATE REPORT

Underrepresented Faculty Groups

Dr. Aeve Abington-Pitre

November 13, 2013

Name of Committee

Person Submitting Report

Date

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 (Completed)
2. Development of strategies to recruit and retain underrepresented groups to the faculty (in process)

Progress Report:

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

1. Creation of a list of professional organizations/journals in each discipline, which may be used to recruit faculty members. Findings were posted on group Moodle page.

2. We are in the process of drafting a plan of action for a Guide “development of strategies to Recruit and Retain Underrepresented Faculty Groups” for UL Lafayette in order to complete task #2. Recruitment: Rachel and Aeve are drafting suggested Recruitment Process: checklists, legal interview questions etc; Ray drafting Vacancy Advertisement statement to include in recruitment process (Getting them interested);

Retention:
Mike drafting Follow up Survey after hire (suggested 6 months or end of first completed term)
Sara drafting Mentoring New Hires

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, Chair
2. Sara Birk
3. Ray Von Robertson
4. Michael Pratt
5. Jean Kiesel
6. Rachel Fournet – report emailed due schedule conflict

Anticipated Future Plans

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

1. We will continue researching and writing of the “plan of action” with the information collected with a goal of submitting to Faculty Senate for review early Spring 2014.

2.
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)

None at this time.