

MINUTES
Kansas State University Faculty Senate
Justice, Equity, Diversity, Access, Inclusion, and Identity (JEDAll) Committee
Tuesday, March 21, 2023, 3:00 pm
In-Person: Business Building 3046
On Zoom: <https://ksu.zoom.us/j/92954921438>
Meeting ID: 929 5492 1438

Present: Laverne Bitsie-Baldwin (Zoom), Pamela Erickson (Zoom), Jessica Meekins (Zoom), Bin Ning, Amber Vennum, Julie Yu-Oppenheim

Absent: Elizabeth Berney, Graciela Berumen, Hulya Dogan, Jermaine Glasper, Clarissa Steele, Teresa Hartman, Rana Johnson, Karina Moncayo-Michel, Joseph Pondillo, Jennifer Wilson

Proxies: N/A

Guests/Visitors: N/A

1. Land Grant Acknowledgement (Yu) at 3:00 pm
2. Welcome
3. Approval of February Meeting Minutes (Meekins)- hold due to low attendance, approve with March meeting minutes at April meeting (approve Feb. and March at April meeting)
4. Old Business
 - a. [Okanagan Charter](#) (Yu)
 - i. First reading today during Faculty Senate meeting, Dr. Hatch will be present to answer questions.
 - ii. Next steps: general ideas to take to President Linton, wait on brainstorming since OC may be part of strategic plan.
 - iii. Examples:
 1. University of Michigan
 2. University of Alabama at Birmingham
 - iv. Feedback from FS will follow electronically to JEDAll
 - b. Term Length Assignments (Yu)
 - i. 6 members completed Qualtrics survey
 - ii. Most people were fine with any term length as needed (up to 6-8 years), Yu will take specific responses into consideration and 'fill in' members for term length
 - iii. Chair/Co-chair for 2023-2024, Berumen and Yu are willing to continue serving
 - c. SGA DPC (Diversity Programming Committee) Update- no update
 - i. Yu will ask Pondillo to provide update on Teams
 - d. Exit Surveys (Ning)
 - i. Currently, no university wide exit survey in place
 - ii. Survey response rate historically low because survey was sent after departing.
 - iii. Will bring to strategic planning group (i.e., retaining workforce), currently in holding pattern.

- iv. Ning will share a copy of the old survey with JEDAll
- v. Faculty, but also staff? What happens to the feedback?

5. New Business

What should JEDAll do next year?

1. Retention, recruiting, exit surveys (Ning)
2. Consider providing support/training to departments and units on P&T guidelines to include DEIB (Vennum)
 - a. Purdue as an example (Bitsie-Baldwin), DEIB training during onboarding
 - b. Would require a consensus across all colleges to create a new service code (Department Head's Manual Service Codes and Definitions, entered in HRIS with FTE: k-state.edu/provost/resources/dhmanual/servicecodes/definitions.html)... how do we record it, measure it; what FTE can be assigned? (Ning)
 - c. Or would it be a component of existing teaching, research, service responsibilities? (Vennum)
 - d. Explore best practices and provide recommendation to FS as a starting point
3. Identify action items or future projects based on strategic plan (Ning)
4. Invite Dr. Johnson to discuss vision for the next few years and how JEDAll can provide support (Ning)

6. Announcements and Upcoming Events- None

7. Adjournment: The meeting adjourned at 3:47 pm.

Future meeting dates:

- Tuesday, April 18, 3-4:30pm
- Tuesday, May 16, 3-4:30pm

Respectfully submitted by:
Jessica Meekins,
JEDAll Committee Secretary