

CAS Department Heads and Managers Meeting

Wednesday, June 7, 2017

Agenda

- Scott Coltrane
- Announcements
- Diversity Action Plans
- Tykeson Hall Update
- Institutional Hiring Plan

Diversity Action Plans

- Drafts submitted in March after a very compressed timeline
- We are now awaiting feedback from the Provost and DEI
- The timeline allowed only limited engagement of CAS faculty, students, and staff
- When we receive comments on our drafts, we will spend more time responding and refining with faculty, students, and staff

Diversity Action Plans

- In the meantime, there are a couple action items for which we don't plan to wait
 1. Implicit bias training for search committees
 - DEI and OPAA will have trainings in the coming months. Please go to <https://inclusion.uoregon.edu/implicitbias> for information on training
 - We will have our annual debrief meeting with search committee chairs from this past year
 - We will look for other areas of the College where such training is appropriate (e.g., the DAC)

Diversity Action Plans

2. Diversity and Community Committees

- As we discussed last fall, we ask all departments and programs to establish a standing community/diversity committee
- Crucial infrastructure for us to engage units in implementing our diversity and inclusion plans

Diversity Action Plans

2. Diversity and Community Committees

- Sample committee charges
 - Department climate issues
 - Recruitment and retention
 - Curriculum review and development
 - Events (lectures, film series, symposia)
 - Opportunities (workshops, trainings, visiting experts)
 - NOT APPROPRIATE: As a body to review grievances

Diversity Action Plans

2. Diversity and Community Committees

- By Friday, October 13, 2017 we would like the following from all departments and programs
 - COMMITTEE NAME
 - COMMITTEE MEMBERSHIP
 - COMMITTEE CHARGE
- Committee membership should be inclusive and representative

Diversity Action Plans

2. Diversity and Community Committees

- What about small programs and departments?
 - Fine to have the entire faculty and staff be the committee: committee of the whole
 - Can join with other similar small units: community/diversity consortium
 - Program members can be on their home department's committee *as a representative of the small program*
 - Discuss options with divisional dean if none of these seems effective.

TYKESON HALL UPDATE

Cathy Soutar

Director of Planning and Facilities, CAS

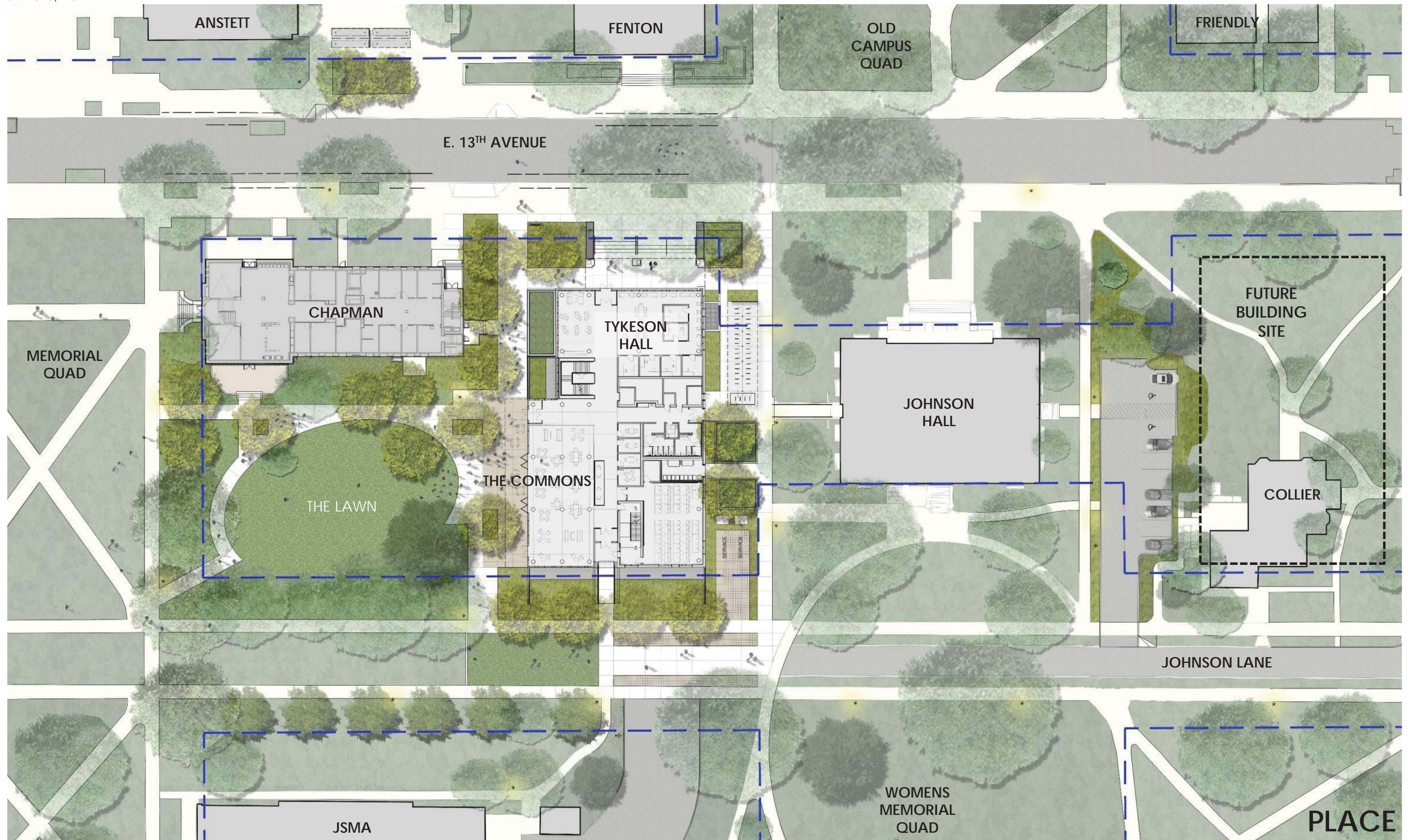
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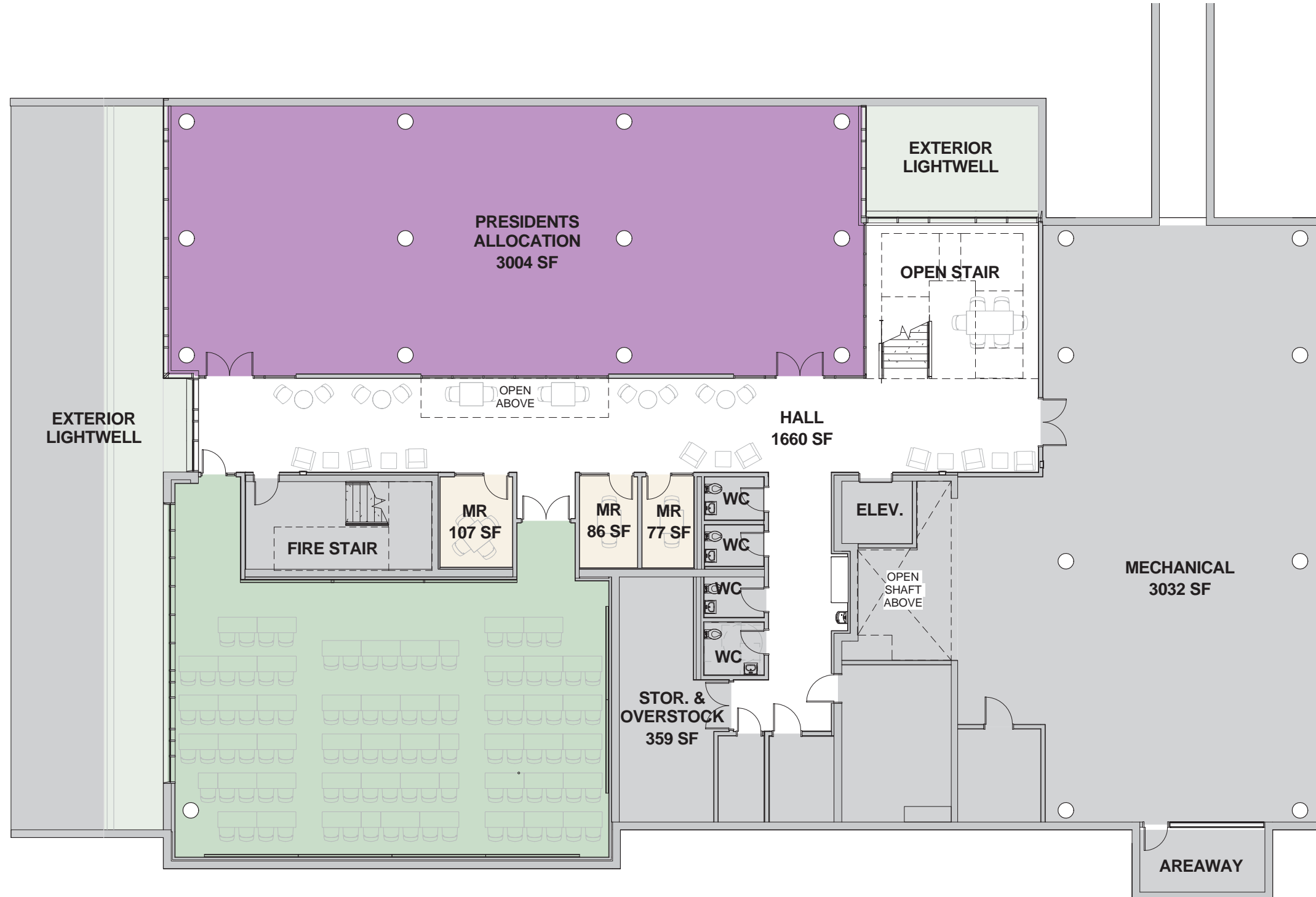
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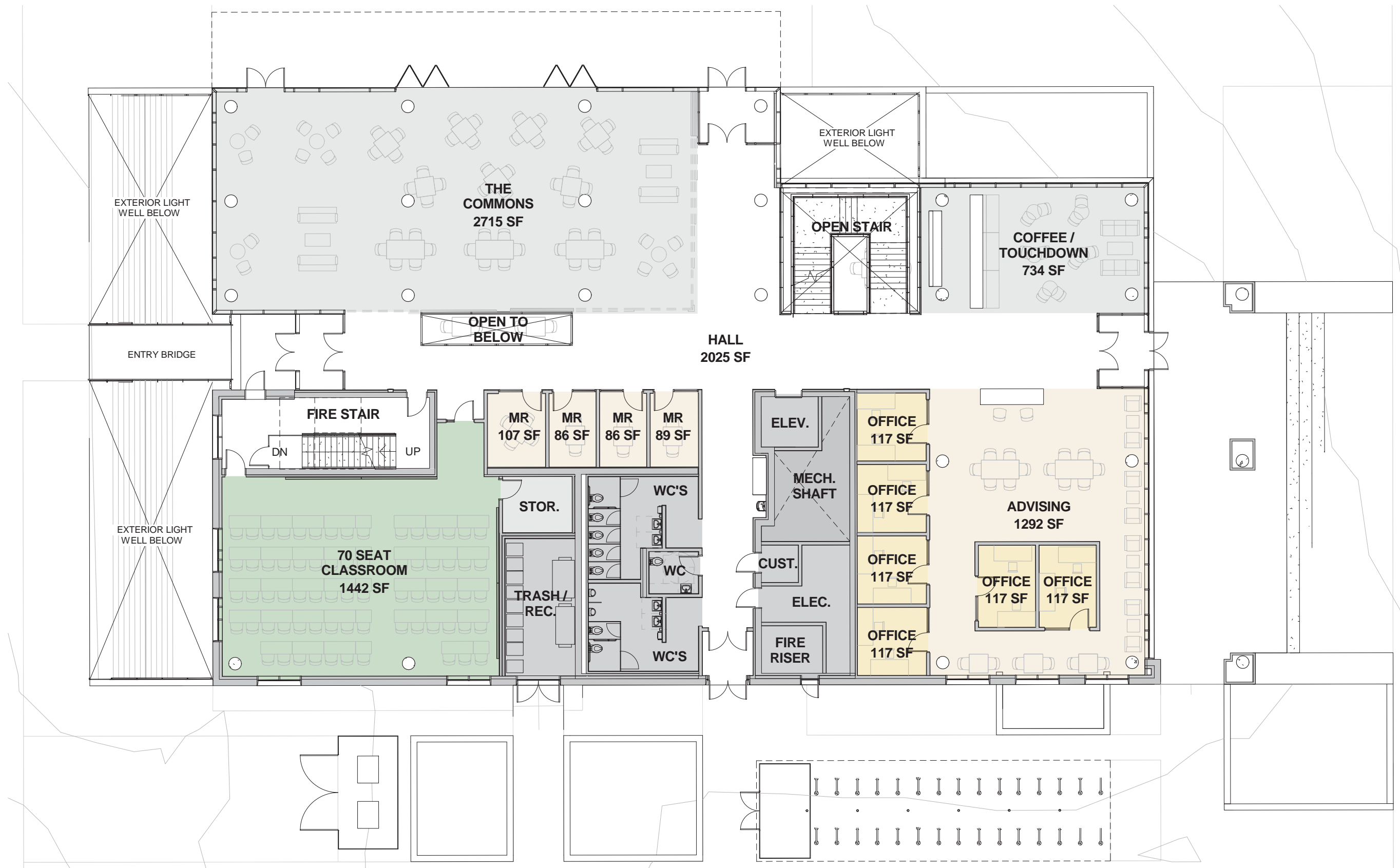
University of Oregon

Tykeson Hall

June 2017













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June 6, 2017

SW EXTERIOR RENDERING

Terra Cotta Palette 1



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June 6, 2017

NW EXTERIOR RENDERING

Terra Cotta Palette 1



Institutional Hiring Plan (IHP)

- Recently released TTF searches for 2017-18
- CAS received 41 of the 65 hires (63%)
 - Humanities: 7
 - Natural Sciences: 23
 - Social Sciences: 11
- A number of ongoing cluster hire positions in natural sciences, as well as two searches still in progress and some failed searches.

Institutional Hiring Plan (IHP)

- Proposals for a number of internal clusters that were exciting, but often didn't have time to be fully formed
 - We generally encourage further refinement of these ideas for next year's cycle
- We felt that our priorities were generally honored though some surprises
 - Please contact divisional dean to get more information on search requests that were not successful

Institutional Hiring Plan (IHP)

- Provost just provided further guidance on the budget we are allocated for these searches
- We are in the process of generating letters to units to provide more details on funding of position and process
 - Will be using new MyTrack to initiate searches and hire paperwork – no NAPOs or RTOs.
 - May use Academic Jobs Online to advertise, solicit and process application as usual

Institutional Hiring Plan (IHP)

- Next steps
 - Receive allocation letters
 - Verify space and start-up funding with divisional dean
 - Begin processing of position in MyTrack
 - Position description and job advertisement
 - You MUST have these approved by divisional dean
 - Intentionality around issues of diversity begin critically with these documents
 - Search committee members must go through an implicit bias training before they begin to review any application materials

Institutional Hiring Plan (IHP)

- Further steps
 - Provost is likely to be more involved in searches than in the past, with emphasis on quality
 - As a result, communication and approval from divisional deans at various stages is crucial
 - Campus visits
 - Offer stage