

DAIP Subcommittee Progress Report

May 2019

Subcommittee/Objective Name: Objective 1: Best Practices in Hiring

Academic Year 2018-2019 Information

Members:

John Petraitis (Co-Chair)
Ron Kamahele (Co-Chair)
Yvonne Chace, ARLIS
Kimberly Green, UAA HRS
Libby Roderick, CAFE
Kim Morton, Student Affairs

Goals set for the year:

- Review and finalize committee charter
- Generate a list of best practices

Summary of progress to goals:

- Charter reviewed and finalized (see below)
- Developed a list of best practices (see below)

Challenges identified:

- The primary challenge is finding the time to do the work of the committee. Everyone seems to be fully occupied with their regular duties. With wide scale reductions in staffing across the university, it is difficult to find stretch time to tackle new work.

Other outcomes/information/questions the committee work raised:

- In reviewing the draft charter the committee wished to explicitly include executive positions in diversity goals. The original draft had stated "regular faculty and staff." The Charter now reads "regular employees (executives, faculty and staff)."

Any recommendations regarding the objective, or the DAIP process itself?

- No.

Academic Year 2019-2020 Information

Proposed Goals

- Research additional best practices.
- For currently listed best practices, study effectiveness, develop plan to implement broadly.

What would you like the new incoming Chief Diversity Officer to know about the DAIP?

- The framework was developed with transparency and considerable buy-in from various constituencies across campus.