

COSAM Accountability Committee Meeting Summary
September 26, 2022

In attendance- Kimberly Mulligan, Melinda Lanius, Vanessa Falcao, Dave Crisostomo, Edward Wiggins, Jessica Gilpin, David Brink-Roby, Courtney Leisner, Melissa Halford

1. Department Updates- 2022-23 Priorities:

a. Mathematics and Statistics

- i. Grad student recruitment- Interested in increasing diversity
- ii. Creating a better sense of inclusion for graduate students
 1. Began a cookie hour once/week for grad students
- iii. Helping faculty to understand the inclusion of DEI in the annual reviews/promotion and tenure process
 1. Would like to have a discussion in a faculty meeting around this topic
- iv. Spring colloquium focused on DEI co-organized with Education- Dr. Francis Su (<https://math.hmc.edu/su/>)- April 14th or 21st
 1. Wrote *Mathematics for Human Flourishing*
 2. Will host a reading group leading up to his visit

b. Chemistry

- i. Dave Crisostomo is the new chair of the chemistry committee
 1. The committee has increased to 12-15 members with 4 graduate and 3 undergraduates to learn more about the needs of these populations
- ii. Divided into 4 main stakeholder groups to access new goals for the upcoming year
 1. Priority Goals
 - a. Develop informal gathering spaces to create more sense of community
 - b. Establish funding for events
 - c. Create a Canvas page for learning community
 2. Undergraduate Goals
 - a. Improve connectivity among chemistry majors
 - b. Invite undergraduates to events in the department such as graduate student research talks
 - c. Develop more undergraduate-only events
 - d. Create a Canvas course to build community and push announcements
 3. Graduate Goals
 - a. Build an area for studying/socializing in the atrium
 - b. Have more events that are inclusive of all graduate students
 - c. Create a better feedback system to check in on students
 - d. Spread awareness help and support structures
 - e. Develop better support of international students
 4. Staff Goals
 - a. Develop exit interviews for staff (in conjunction with HR)
 - b. Create more sense of belonging for staff in departmental events
 5. Faculty Goals
 - a. Improve gender and diversity of tenure track faculty

b. Develop more informal hangouts to improve collegiality

c. **Physics**

- i. There are 11 new members on the committee (5 from the previous year)
 - 1. Created sub committees; each committee is working the set goals
 - a. Primary focus is climate/inclusion/resetting the culture
- ii. Currently preparing for Undergraduate Women in Physics conference that takes place in January
 - 1. Visiting schools in the area to advertise including Tuskegee, Chattahoochee Valley and have visits planned for Southern Union and Columbus State
 - 2. Would like to have a strong presence from students at other HBCUs

d. **DBS**

- i. Working to increase membership in the committee
 - 1. Looking for new undergraduate representation
- ii. Developing the community garden so that it will be accessible to everyone
 - 1. The plans are done, now they are working on securing the funding
- iii. Creating a field safety guide to specifically address discriminatory practices
- iv. Non-Tenure Track Faculty can now vote
- v. Hosting office hours to discuss how to incorporate DEI in the classroom
- vi. Would like to better support international students
 - 1. Planning to send out a survey to all graduate students with a focus on international students' needs

e. **Geoscience**

- i. GeoFide is being restructured; there are no members from the previous group who are participating
 - 1. Currently interviewing the past members to see what went well/what could be improved
 - 2. Conducting a survey for the entire department to see what they would like the DEI goals to be
 - a. Would like to work on small wins for the spring semester
 - 3. Plan to use the URGE template to build a report card for the department that can be released every year to see where you are as a department vs the greater community
 - 4. Still working on the resource map
 - 5. Need to check with the previous committee about where they are with OurSTEMstory

f. **Outreach**

- i. Wants to make sure the departments remember they are there to serve as a good sounding board for initiatives at the K-12 events
- ii. Many departments mentioned that they want to see graduate students have more sense of community; they could work with Outreach to help with service events such as Destination STEM
- iii. Working to increase their DEI presence in the state

2. Final Thoughts:

- a. Currently conducting faculty exit interviews but need to make sure that we are also doing staff exit interviews- discuss with HR
- b. Want to create more sense of inclusion for staff
 - i. Working on creating the document to include DEI in their annual reviews
- c. Create a COSAM-wide shared list of grad student activities so that departments can work together
 - i. Want to make sure this is grad-student led
- d. Inclusive teaching MOCC- currently have 15 people registered including 4 grad students
- e. Can attendance to events be included in annual reviews?
- f. Would like to work on creating more affinity group including something for international students, faculty, and staff
 - i. There is a network in town of community members that assist international students; how can we be connected?

Next Meeting- October 24, 2022