

COSAM Accountability Committee Meeting Summary
October 20, 2021

In Attendance- Kimberly Mulligan, Courtney Leisner, Steph Shepherd, Melissa Halford, Melinda Lanius, Vanessa Falcao, Veronica Morin, Beth Yarbrough

1. Departmental Updates

- a. **Geoscience-** They are making progress on finalizing the resource maps. After the maps are completed, they will work on a climate study for the department.
 - i. Steph Shepherd is COSAM rep for the AU Senate DEI committee. The top priority is developing a campus-wide departmental DEI award.
- b. **Physics-** Currently are having a monthly meeting as a group and another monthly meeting with the APS IDEA network. They are working on a climate survey which will be finalized and sent out to the department by November 1st. The department will be given 2 weeks to complete the survey and the committee plans to meet prior to the Thanksgiving break to discuss the results.
 - i. The department is working on a strategic plan and Melissa is on the planning committee to assist with ensuring DEI is built into the plan. They are planning to use the results of the climate study as a guide.
- c. **Biological Sciences-** They are preparing to host OurSTEMStory, featuring Dr. Janina Jeff. They received the Inclusive Excellence in Programming award from the University Office of Inclusion and Diversity to assist with marketing.
 - i. DBS is currently focusing on graduate recruitment. They are working on rubric for graduate admissions that will include elements to ensure that the evaluation is equitable. Once they complete the rubric, they plan to put it online for anyone to see.
 - ii. They have visited GA State and UTRGV (virtually), who they are collaborating with on a Sloan grant. They are also in the process of establishing a relationship with UNC Pembroke which is classified as a Minority-Serving Institution.
 - iii. DBS passed a code of conduct in the department that will be on the website once it's updated. They will be including DEI in the annual review process. They are also making sure postdocs are being included in their discussions.
 - iv. DBS hosted a Creating a More Inclusive Classroom Environment workshop with Dr. Lindsay Doukopolous and Dr. Steph Shepard last month. They will be hosting an Increasing DEI in the curriculum workshop on November 5th.
- d. **Chemistry-** Preparing to launch a climate study on November 1st. A complaint about the previous climate study was that by including demographic information, people felt they could be easily identified. Therefore, on this study demographics is voluntary, the focus is on the climate of the department.
 - i. Lecturers can now vote on issues in the department.
 - ii. Graduate students hosted a trivia night which was well attended.
 - iii. Chemistry is working to build relationships with 2 schools in Montgomery (Sidney Lanier High School and Brew Baker Magnet School). The goal will be to create opportunities to speak with students about their options with a chemistry degree and possibly a panel with chemists. It was suggested that they could utilize students for this event, particularly those involved in the OIED organizations that

are chemistry majors. This provides a great opportunity for Chemistry to partner with Outreach and could be expanded to include other COSAM departments to discuss options in their fields.

- e. **Math-** Will be hosting OurSTEMStory in the spring and has started brainstorming ideas. They would like to host a screening of Our Coded Bias (costs for movie rights is \$300) followed by a panel. They hope to be able to bring one of the mathematicians from the movie as part of the panel.
 - i. There is good graduate student energy in the department which has led to the creation of a DEI ambassadors list to assist with events.
 - ii. The current committee invited the people who served on the committee last year to talk about the plan that was created and have a conversation about their goals.
 - iii. They are currently utilizing the Harvard Department of Mathematics Climate Study to create one for their department that they hope to disseminate early next year.
- f. **Student Services-** Has been working on collaborations with departments to open some majors. Their will now be a Forensic Chemistry option available. They are also working to incorporate a minor in the Biomedical sciences degree to ensure students understand their options if they chose not to attend professional school instead of feeling as though they have to change majors. They are currently working with geography to consider minor options.
 - i. They have been approved to hire a Career Director for the college who will be primarily responsible for assisting non-pre-health students with career options, finding internships, REU opportunities, etc. They hope this person will be in place mid-spring.
- g. **Outreach-** Is working on a strategic plan for the office.
 - i. They are revamping forms to better collect demographic information for events.
 - ii. Developing a process to collect information to track broader impact activities for grant proposals so that outreach can better serve faculty.
 - iii. Plan to develop learning outcome-based assessments of programs to determine impact.
 - iv. Destination Stem will take place February 3rd. Most students will be coming from under-resourced schools and/or historically excluded groups.

2. OIED fall priorities

- i. Graduate Students- OIED has purchased booths for the Black Doctoral Network, SACNAS, and ABRMCS. They have a fee waiver code for students they meet at these conferences to apply to COSAM grad programs.
- ii. In conjunction with faculty from DBS and Geoscience, OIED is working on a mutually beneficial collaboration with Savannah State University. They recently visited and brainstormed some great ideas with the faculty at SSU on opportunities to work together. These conversations will be on-going, and we are looking for grant opportunities.
- iii. TIGR (The Initiative for Graduate Recruitment)- Is tentatively scheduled for March 23-25, 2022. The target will be sophomores from historically excluded groups with the hopes of bringing 3-5 students who are interested in each department.

- iv. Retention- OIED hosted the first professional development workshop for graduate students which focused on inclusive pedagogy. It was not as well attended as we hoped but we will continue to offer PD each semester. Additionally, OIED is working on a wellness event for graduate students.
- v. Faculty Recruitment- OIED and HR are creating a toolkit for faculty around equitable search practices. It will be available to share with COSAM leadership before the end of the semester for feedback and with the rest of the college in the spring.
- vi. OIED is also working on a Postdoc Program that will focus on individuals from historically excluded groups. It is in the planning stages with the hopes of this program beginning July or August 1, 2022.
- vii. Staff Awards- We need to think about additional ways to recognize staff. COSAM would like to come up with options for additional staff awards in each department.

3. Final Thoughts

- a. Tenure clock extensions- there is currently no guidance from the Provost's office on how to specify this which will lead to some issues this coming year that will more adversely impact women faculty. There is also a disconnect on the impacts of COVID and the inequities it has caused.
 - i. Getting SWSM off the ground for faculty and staff (2 separate groups) is a priority for OIED. We will plan a Town Hall for COSAM Women this fall to hear more about issues directly impacting women and find those who may be willing to take the lead on getting these groups off the ground, tentatively in December.