

COSAM Accountability Committee Meeting
11/28/2022

In Attendance: Melissa Halford, Melinda Lanius, Courtney Leisner, Dave Crisostomo, Vanessa Falcao, Meagon Bryant, David Roby, Marina Martin, Edward Wiggins

Outreach:

- BEST robotics tournament Saturday
 - This is a free event for schools, so they get a lot of schools that don't normally get to participate in activities that cost money
 - Have lots of graduate students and faculty volunteers

Physics:

- Still preparing for the CuWIP conference in January
 - Received 178 applications
- Next IED meeting is this week

Geoscience:

- Had the first meeting with the new members of the committee
- Are working to finish up a couple of projects that were started by the previous committee including field inclusion/safety guidelines and the interactive DEI map
- Would like to work on highlighting field camp accessibility
 - Create options for people that can't afford to do a traditional field camp- this may be useful for other departments that do field work including DBS
- Plan to host a semesterly graduate student forum/townhall
 - Math has a townhall and has an appointed representative that shares the information with the Chair/GPO etc.
- Would like to formalize a pathway to report harassment in the department/update regulations
- Plan to produce an annual Geoscience IED report card of DEI issues that they will submit to the department to share what has been done, what should be done, and what they would like to do
 - Climate survey will go out with the annual report

Math:

- Participating in math group for parents
 - An Auburn faculty member person participated on the panel to discuss ways we can better support parents in the field
They're working to create a document on how to best support parents in academia- this can be used by all departments

Biological Sciences:

- Participated in a career day at Samford middle school that had a big turnout
- Working on creating some brown bag experiments
- Hosting a workshop on January 27th on ableism
- Working on having recruiter come to a faculty meeting to discuss the financial landscape of our students so they can get a better understanding on how to serve them
- Working with Geoscience to have a meeting about field safety/inclusion
- Held 2 workshops for graduate students and post docs about applying for academic jobs
- Created a postdoc subcommittee on the IED committee
- Graduate students are sending out a survey to discuss what is happening in the department

- Had a virtual graduate student information session which focused on students from HBCUs and MSIs to create transparency around the process
- Creating resources to have more equitable classrooms

Career Services:

- Student Services is currently interviewing for an assistant director role and advisor
- Hosting an industry day on February 14th in the Alumni Center
- Meagon would like people to share industry companies that students have interest in, and she will try to invite them

Chemistry:

- Planning to have the department's canvas course completed by the end of the semester which will allow undergraduates and graduates to know what is happening in the department (talks, poster sessions, social events, etc.)
 - None other the departments have anything like this; Chemistry will share it with the committee so other departments can copy/paste
- They are starting the on-campus portion of their search and have added meetings on the agenda to make sure women candidates are able to meet with other women across COSAM, so they know there is a support system
 - This includes meetings with members of SWSM
- Chemistry Climate Survey Discussion Key Points:
 - What was learned- Shouldn't include demographics because people felt like they would be identified; now it is optional at the end of the survey
 - Included undergrads in the survey
 - Feels the department is collegial, cooperative, welcoming, and respectful
 - Staff sense of belonging, value, and respect has increased since their original climate study in 2020
 - All feel more able to perform to their full potential and that the department has a positive influence on their professional growth
 - In the first survey people thought they were focusing too much on IED; in the most recent survey, overall, they disagreed that there was too much time spent on IED
 - Undergraduates don't feel as integrated in the department (hoping the Canvas page will help)
 - Faculty did not feel that the department is as diverse as they need to be
 - Staff and undergrads felt as if their opinions weren't as valued as faculty and grad students

Next Meeting, January 23, 2023: DBS will be discussing SACNAS and what we can be doing to create more community for Hispanic and Native American students at Auburn.