Division of Academic Affairs
Diversity Task Force
September 20, 2011
2:30-4:00
President’s Conference Room, Green Hall
Meeting Notes

Present: Donald DeHayes, Laura Beauvais, Anita Derreza, Karen Wishner, Kyle Kusz, Charles Watson, Earl Smith, Dania Brandford-Calvo, Joanne Lynch, Peter Larsen, Tammy Vargas Warner, Patricia Morokoff, Gerald Williams, Elizabeth Cooper, Raymond Watson, Barbara Silver, Robert Dilworth.

1. Announcements
   a. Diversity Week, October 3-7.
   b. October is Work/Family month. A number of events is being planned, including a series of brown bag lunches, a staff survey on work/life balance at URI, and meetings with administrators.
   c. The International Education Program event attracted over 1000 students who were interested in Study Abroad programs.
   d. On Sept. 27 from 10:00-3:00 there will be an Open House for the Africana Studies Program in Davis Hall.
   e. Earl Smith encouraged all to attend Diversity Week sessions, particularly a session on Oct. 6th where students will share their independent study research.

2. Meeting Minutes from May 19th were reviewed and accepted.

3. Language changes in appointment letters, faculty review guidelines, and job ads—further discussion by the task force.
   a. Performance review guidelines: we need to take care in over-interpretation of these guidelines being a requirement for all candidates going up for tenure and/or promotion; needs to be vetted by other faculty; suggest having a section in the dossier where one can address diversity contributions and/or urge the chair/dean to explicitly address multicultural contributions in their letters; we might provide instructions for faculty to address contributions to multiculturalism and diversity in teaching, research, and service when they put together their dossier. Perhaps we can develop a preamble outlining that faculty contributions in this area are valued and should be included in the faculty’s list of accomplishments.
   b. Language in ads: Laura will continue to work with Kathryn Friedman on the most appropriate wording and the process of getting the language into job postings.
4. Task force Subcommittees and Membership
   a. Multicultural Enhancement Fund (initial investment: $20,000)
      i. The task force reviewed the draft RFP developed by the subcommittee and suggested changes. The subcommittee will work on these changes and the RFP will be sent out the week of Sept. 19th. The RFP for a Diversity Fellows Program is still being developed by the sub-committee, which is conferring with the Multicultural Center and the Instructional Development Program for input.

   b. Advancing Multicultural Competencies and Curriculum Development
      i. Working with University, college, and department curriculum committees, how do we infuse the multicultural learning competencies developed by the task force?
      ii. The University’s General Education Committee is considering our recommendations in the revision of the learning outcomes of the program. Peter Larsen will keep the task force informed on the general education committee’s progress.
      iii. The task force needs to come up with strategies to encourage the colleges and departments to infuse these multicultural competencies in the academic majors.
      iv. Trish Morokoff agreed to work on this subcommittee and needs some additional members to assist her.

   c. Faculty Development in Diversity and Multicultural Understanding
      i. Working with college diversity committees, what faculty development/training areas should be designed?
      ii. Laura, Barb, and Delores will work on this initiative.

   d. Members of the task force need to join one or more of these subcommittees to carry out the work of each of these initiatives.

**Meeting Schedule for Fall 2011**

Wednesday, October 19, 2:30-4:00, Alumni Association Boardroom

Tuesday, November 22, 2:30-4:00, Alumni Association Boardroom

Wednesday, December 14, 2:30-4:00, Alumni Association Boardroom

Link to website: http://www.uri.edu/provost/planning/diversity.html