Division of Academic Affairs
Diversity Task Force
Friday, March 27
9-10:30 AM
President’s Conference Room, Green Hall
Minutes


2. Minutes of February 25, 2015 meeting were approved.

3. Announcements:

First student-led conference this weekend (DIVE); Anthony Johnson from RISD from 5-6:00 on Friday, with reception 4-5:00; full conference on Saturday. April 6: Black Scholars awards. April 8: PINK Unsung Heroines; April 8; April 21: Diversity Awards.

Annemarie’s students are presenting April 6 at 3:30-4:30—multicultural change on campus—Memorial Union Atrium 2.

Multicultural Faculty Fellows Program: Interviews of BIO are completed and getting ready to make an offer. Interviews are completed on CS search and getting ready to make an offer.

Changed criteria for Honors admission; big increase in Pell eligible and first generation students; double the number of underrepresented students.

4. Subcommittee Reports:

- Use of Multicultural Enhancement Funds to support small grants for faculty to develop resources for inclusive teaching—review RFP. Members: Furong Xu, Diane Kern, Zahra Meghani, Loren Bauerband. Feedback to the subcommittee was generated and the RFP will be revised by the subcommittee and sent out next week.

- Diversity training for faculty. Members: Joan Peckham Naomi Thompson, Nancy Doyle-Moss, Lynne Derbyshire, Trish Morokoff, and Michelle Fontes Barros. Perhaps this group could find out what resources are being developed by the subcommittee who is working on graduate student training and work with ATL faculty development staff when they are hired in a few months.

- Further develop the expert team mentoring model. Members: Barb Silver, Peter Larsen, Trish Morokoff. Trish provided handout on the expert mentoring model (see attached). Need to assign a responsible person for overseeing the website and ensuring that there are mentors. Could this be the new person in the CED office? Or the ATL? Choosing and training mentors are critical issues. Sakai site could be developed as a repository of information for faculty and mentors. A recommendation was made to work with ATL faculty development staff to further develop the model. Motion approved.
Faculty resources website: Members: Laura Beauvais, Lynne Derbyshire, Kelly Matson, Kendall Moore, Michelle Fontes Barros. Faculty link to URI home page will be created; temporary solution will put tab near the e-campus link by the end of this fiscal year. When the University Web Policy Council begins meeting, it will take up the matter to locate the link in the best place. The subcommittee demonstrated faculty links on the URI website, including ATL and the link to faculty resources: web.uri.edu/faculty/ and to cultural competencies resources. We need to make recommendations to Institutional Research to put real faculty data on the site. “Just the Facts” link: problem with language and the numbers; possible co-mingling the international data with domestic demographics. We will continue developing multicultural resources to add URI links. Members of the task force can email Loren (lorenbauerband@gmail.com) for suggested links.

Diversity seminar program for graduate students. Members: Karen Wishner, Betsy Cooper, David Hayes, Annemarie Vaccaro, and Lynne Derbyshire. Handout was provided on the plans for the workshops. This plan will be presented to Graduate Council on Monday for feedback. Suggestions were made to put materials online and perhaps develop an online certificate program. The AADTF approved the motion to develop the proposed program, pending Graduate Council feedback.

Dual career hiring planning and resources. Members: Naomi Thompson, Barb Silver, Vicki T. Sapp, Furong Xu. No report. Put FIRST on agenda next time.

Last meeting of the task force: Wednesday, April 29, 2015, 3-4:30 in President’s Conference Room, Green Hall

Link to website: http://www.uri.edu/provost/planning/diversity.html
Expert Mentor Team Proposal

Expert Mentor Team Subcommittee of the Academic Affairs Diversity Task Force (AADTF)
Members: Barb Silver, Peter Larsen, Trish Morokoff
March 26, 2015

The Expert Mentor Team (EMT) or, alternatively, the Guides for Promising Scholars (GPS) Program, will provide quick, ready access to expert advice to faculty on a variety of topics, including: teaching, research, writing/publishing, promotion & tenure, communication & conflict resolution, work-life and dual career issues, and others as identified. This program will honor senior faculty’s expertise and will count toward service contributions. It will offer ready resources for all junior faculty, in particular underrepresented faculty, who may not have as many connections or networks. It is our goal to contribute to faculty retention, and perhaps to faculty recruitment.

The committee proposes that:

1. A “pilot” EMT program be launched in Fall 2015, overseen initially by a subcommittee of the AADTF (Barb, Peter, Trish, others?)
2. The Provost’s Office assign a person to develop and oversee a university-wide faculty mentoring program, perhaps modeled or borrowing from ADVANCE’s 4-year program. This person would assume the responsibility for managing the EMT program.
3. The Provost endorse this program as coming from the Provost’s Office, and ask deans to solicit members for the various teams.
4. The Academic Affairs Diversity Task Force would:
   a. Develop descriptions of each team, and their roles and responsibilities
   b. Develop a brief on-line training module for faculty expert mentors
   c. Fill in team membership gaps where needed
   d. Monitor, assess, and fine-tune the program during the first year
5. After the first year, management be handed over to the designated person whose job includes managing faculty mentoring.
6. In coordination with the AADTF task force, a website for the EMT program be developed and maintained by the Office for Advancement of Teaching & Learning, linked from the Provost’s Faculty Affairs page, and other locations.