Division of Academic Affairs
Diversity Task Force
February 7, 2012
3:00-4:30
President’s Conference Room, Green Hall
Meeting Minutes

Present: Donald DeHayes, Laura Beauvais, Manjuri Murali (replacing Alycia Austin), Marcia Morreira, Delores Walters, Joanne Lynch, Peter Larsen, Patricia Morokoff, Karen Wishner, Barb Silver, Earl Smith, Jasmine Mena, Mary Cloud.

1. Meeting Minutes of November 22, 2011 were reviewed and approved. They have been placed on the website.

2. Announcements
   a. Patricia Morokoff and Laura Beauvais gave a report to the Faculty Senate on January 26th on the work of the task force since its creation in 2009. The report was positively received and Senators seemed supportive of the work we have been doing.
   b. Revisions in the general education program are still being made. The task force would like to have a preliminary presentation on revisions that pertain to adding multicultural competency as a learning outcome. Peter Larsen reported that the UC Gen Ed Committee is planning a summit that would involve departments closely associated with the learning outcomes and the Diversity Task Force would be invited to review recommendations on multicultural competency.
   c. Multicultural Faculty Apprentice Fellowship: the RFP was sent out at the end of December with proposals due (maximum of one per college) on March 2nd. Provost DeHayes will ask faculty members of the task force to serve as the reviewers and will make a recommendation to him. Vice Provost Beauvais will convene the group shortly after March 2nd.
   d. Online Harassment Training: All University staff, faculty, and administrators were required to complete online training on sexual harassment issues by January 31st. Peter Larsen stated that it would be more effective if reporting structures in place at URI were more clearly articulated at the end of the training. Other suggestions were made: re-open the training; let supervisors know who did and did not complete the training for follow-up; communicate the goals, purposes, uses, and follow-up of the training. We will ask Laura Kenerson to attend our next meeting to discuss how HR is following up on these issues.

3. Reports from Task force Subcommittees
   a. Multicultural Enhancement Fund Subcommittee
      1. 21 proposals were submitted and 5 were funded, for a total of $18,000. The remaining $2000 will be utilized for the May faculty
development workshop. The subcommittee will work on the RFP for next year, focusing on supporting curriculum change projects and having it ready to go out in September 2012, for decisions made in October and funds expended in the 2012-2013 fiscal year. Perhaps the RFP can be linked to supporting curricular changes in the general education program pertaining to multicultural competency.

ii. We need to also consider ways to publicly disseminate the outcomes of funded work. Suggestions included: hold a diversity event; build into diversity week; make diversity a topic of one of the twice a year chairs’ forum; publish annual report; Diversity Fellows Program held on a regular basis

iii. Members: Alycia Austin, Anita Jackson, Jasmine Mena, Earl Smith, Raymond Watson to join.

b. Advancing Multicultural Competencies and Curriculum Development Subcommittee (see attached notes from the subcommittee)

i. The subcommittee considered ways of diffusing multicultural learning competencies into the curriculum:
   1. Infusion model vs. discipline focused
   2. Dedicated courses within the General Education program while diffusion model suggested for courses at upper level in the discipline

ii. Methods:
   1. Provide funding for faculty to develop courses within the discipline (perhaps through Multicultural Enhancement Fund?).
   2. Create a group of dedicated faculty who will come together and brainstorm ways to move forward on curricular changes
   3. Need to incorporate the importance of multicultural learning competencies in the training that the IDP conducts for teaching assistants.

iii. Members: Trish Morokoff, Peter Larsen, Lynne Derbyshire, and Earl Smith. Others?

c. Faculty Development in Diversity and Multicultural Understanding Subcommittee

i. The subcommittee is continuing to meet to develop a day of workshops in May.

ii. Suggested focus—curriculum issues.

iii. Members: Delores Walters, Laura Beauvais, Marcia Morreira, Margaret Rogers, Anita Jackson, Dania Brandford-Calvo, Tammy Vargas-Warner, Barb Silver

Remaining Meetings for Spring 2012

Friday, March 9th, 9-10:30, President’s Conference Room, Green Hall
Wednesday, April 18th, 3-4:30, President’s Conference Room, Green Hall
Tuesday, May 15th, 3-4:30, President’s Conference Room, Green Hall

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