Division of Academic Affairs
Diversity Task Force
Friday, March 9, 2012
9-10:30 AM, President’s Conference Room, Green Hall
Minutes


1. Announcements:
a. Request for proposals for Multicultural Faculty Apprentice Fellowship: Subcommittee selected to review (Cheryl Wilga, Karen Wishner, Kyle Kusz, Laura Beauvais) and make decisions if the one submitted should be supported. Discussion ensued on why more colleges did not submit proposals. It may present an opportunity for dialogue within the colleges regarding why the response was poor. Perhaps we can bring this up with deans in budget hearings. Need to address the issue of this program being insulting to multicultural candidates. Argument to deflect this perspective is to state that the current model of recruiting faculty does not work, so we need to try something different. This program is a way to be proactive and affirmative and that we are open to alternative ways to recruit. We can change language in the introduction to state this way of thinking about the program. Also, it was suggested to take “apprenticeship” out of the title.

We need to open up discussion to target opportunities of hire. The URIP might open opportunities for hiring new faculty and changing the complexion of the faculty, which goes beyond race and color.

Another issue we might discuss: How do we support the research and scholarship on diversity and multiculturalism? Perhaps an ethnic studies major or minor? Maybe this can be broadened to LBTQI issues and disability issues. The real issue is that of difference in power and influence within society. Maybe we can develop a Center of Excellence for hiring within these areas. The cluster hire concept may avail us of opportunities to build our expertise in this area, such as in cultural studies. The term used needs to be defined carefully.

2. Approval of Meeting Minutes from 2-7-11--approved

3. Reports from Task force Subcommittees and Membership

a. Multicultural Enhancement Funds
i. Members: Alycia Austin, Anita Jackson, Jasmine Mena, Earl Smith, Raymond Watson to join. No report.

b. Advancing Multicultural Competencies and Curriculum Development
   i. Working with University, college, and department curriculum committees, how do we diffuse the multicultural learning competencies developed by the task force?
   ii. Members: Trish Morokoff, Peter Larsen, Lynne Derbyshire, Earl Smith, others?
   iii. Trish provided a report. The task force is giving feedback to the Gen Ed Committee for revisions to the global and multicultural competence learning outcomes; infusion vs. dedicated course models considered and what expertise might be required to teach each type of course. We can re-circulate the multicultural competencies and determine if they are still relevant to current discussions on the revision of general education. Laura will distribute the document for task force members to review and edit. It was suggested that we work more closely with the new Office of Experiential Learning and Community Engagement to infuse some experiential learning on multicultural competence into courses and develop experiences that expose students to the practical applications of their learning. Representatives from the Gen Ed Committee met with the LBTQ Committee for input and our sub-task force will be meeting with the Gen Ed Committee also. Another idea to think about: developing cultural studies as a minor so that students can develop knowledge and skills that could be integrated or combined in some way with their majors.

c. Faculty Development in Diversity and Multicultural Understanding
   i. Development of faculty workshops for **May 23, 2012**
   ii. Members: Delores Walters, Laura Beauvais, Marcia Morreira, Margaret Rogers, Anita Jackson, Barb Silver, Dania Brandford-Calvo, Tammy Vargas-Warner.
   iii. Laura and Marcia presented ideas for feedback from the task force. Charges of diversity task forces need to be developed and these need to be tailored to each. The learning piece needs to happen. Focus on graduate students also. Could a credentialing course in multicultural competency be developed and required for graduate students? We can ask Nasser to work with members of the task force to develop this concept. One idea is to have graduate students fulfill this requirement by facilitating undergraduate courses in multiculturalism. Perhaps the task force can help develop this course for graduate students.
Ideas for roundtable: discipline-specific teaching in diversity; recruitment and retention of faculty; mentoring; bias avoidance; work-life issues--Barb

Laura will send out the draft of the workshop for the task force to provide feedback.

5. Other Business? None

Meetings for Spring 2012

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