Division of Academic Affairs
Diversity Task Force
Thursday, April 25, 2013
2-3:30 PM, President's Conference Room
Minutes


1. The minutes of the meeting on 2-28-13 were approved.

2. Announcements:
   Delores Walters: Recently attended the Keeping our Faculty of Color Conference. Kimberly Crenshaw was the keynote speaker, focusing on supporting promotion from Associate to Full Professor and to administration of women of color. Mentoring at this level may be needed, not just at the junior level. Women may be doing disproportionate service at the University, and this may not be valued as much in the promotion process.

   Faculty Recruitment and Retention Committee: With Delores leading, this committee is working on a plan to submit to administration to guide work on faculty recruitment and retention. The goal is to obtain endorsement of this plan from different groups across campus (e.g., President’s commissions, Diversity Task Force, etc.).

   Barb Silver: May 7th lunch to celebrate 10-year anniversary of the ADVANCE grant.

3. 20,000 Voices—Open Space Conference Follow-Up: Annie Kosar.
   There is a follow-up to the 20,000 Voices event on May 7th at 2-3:30 in Pharmacy Building 107. A handout was provided on the event and the follow-up. Top 12 priorities were voted on during the convergence part of the 20,000 Voices event. Students in Prof. Vaccaro’s OD class did research and benchmarking on the issues and will present their work over the semester next week. Bound reports will go to the President’s team and then decisions will be made for moving actions forward. A Quadrangles article and video are also being prepared.

   Can reports be put on a website for those who cannot attend the May 2nd event? Will depend on what the President’s team and Naomi’s office decide regarding distribution of the report. The CED office will use this input from the community to plan strategic initiatives in a prioritized manner. It was suggested to specifically invite college diversity committees to the May 7th event. Community members were also encouraged to visit the 20,000 Voices website.

A proposal from Biological Sciences was recommended to the Provost for funding. Biological Sciences and genetics will be the focus of the position. It was recommended that the search committee consult with the chairs of previous Fellowship search committees (Lynne Derbyshire and Trish Morokoff) to avoid problems. Concern was voiced about expecting the postdoc to work on only “multicultural” issues, rather than in broad disciplinary areas. It is important to get student participation in the search process (e.g., mini-lecture in class and research seminar). It was recommended that the term “apprentice” be dropped from the title of the fellowship, becoming “Multicultural Postdoctoral Fellowship.”

Laura will notify all proposers of the decisions of the review committee.

5. Design and Delivery of a Multicultural Grand Challenge Course at URI
   a. Curriculum
   b. Faculty Development

Peter Larsen brought up concerns about the language that the General Education Committee is using regarding the cultural competence requirement in the new general education revisions. This requirement is called a “responsibility” and it seems that the understanding of this requirement varies among the general education committee members. It might be useful for the Diversity Task Force to formally submit rubrics for cultural competence courses. Might the task force formally propose a course outline and learning outcomes (such as the proposal “Cultural Competence 101” in the February minutes)? The task force agreed that we should provide a draft course outline, with list of learning objectives, course goals, topics, and assessments to guide the general education committee’s understanding of this competency.

6. New Business
   a. Future Agenda for the Diversity Task Force Next Year
   Laura asked if task force members might want to work during the summer to develop curriculum and faculty training in multicultural pedagogy. She will send out an email request to see if there is interest.

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