Division of Academic Affairs
Diversity Task Force
December 15, 2010
3:00-4:30
President’s Conference Room, Green Hall

Meeting Notes

Attendance: Donald DeHayes, Laura Beauvais, Alycia Mosley Austin, Karen Wishner, Kyle Kusz, James Kroes, Marcia Morreira, Joanne Lynch, Peter Larsen, Tammy Vargas Warner, Gerald Williams, Barbara Silver.

1. Announcements
   a. Dr. Katherine Friedman has been appointed to serve as Interim Associate Vice President of Diversity, Equity, and Community from January to July 1, 2011. She will help URI move forward as a community to advance our diversity and equity agenda.
   b. JCAP review of Diversity Task Force Report: The subcommittee reviewing the report has advised us to change wording of one sentence that states: “The Diversity Task Force of the Division of Academic Affairs is committed to serving as the ‘conscience’ of the academic community around issues of tolerance, respect, and equal opportunity with respect to learning and discovery within the university.” The JCAP committee felt it inappropriate that the task force has appointed itself as the conscience of the university around diversity and equity issues. It was recommended that we change the sentence to state: “The Diversity Task Force of the Division of Academic Affairs is committed to promoting tolerance, respect, and equal opportunity with respect to learning and discovery within the university.”
   c. JCAP Subcommittee on Task Force Review of the Diversity Task Force Report: Peter Larsen distributed this report to the task force. Please provide your input on the report to Peter Larsen.
   d. Race Colloquium: The Provost thanked all of those involved in the delivering this year’s successful colloquium on race.
   e. Barbara Silver has been invited and has agreed to serve on the task force. Her experience and knowledge from working on URI’s NSF ADVANCE Program will help the task force in its work to develop and institutionalize diversity and equity programs and policies.

2. Continued discussion of the role of Academic Affairs in establishing a vibrant community built upon a foundation of diversity and equity
Roxanne Gomes, Interim Director of Affirmative Action, Equal Opportunity, and Diversity, and Barbara Silver, former Executive Director of URI’s NSF ADVANCE Program and Research Coordinator in the Schmidt Labor Research Center, reported on their work at the University that may assist the task force in determining future directions of its efforts.

   a. Demographic Diversity of the Faculty: Roxanne Gomes reported on the demographic breakdown of faculty in gender, race, ethnicity, and disability categories. In addition, she provided statistical summaries of EEO Job Categories and applicant flow data for all employees at URI. Questions and discussion followed, including:
i. Can we get numbers and reasons why people don’t come here after getting offers?

ii. Can we get numbers and the breakdown on gender, race, and other categories on various actions that happen through the search process?

iii. Are our applicant pools large enough? For faculty, the pools total 560 for searching for 26 positions, which seems small for hiring that many faculty. Our search procedures may not be aggressive enough in reaching out to candidates.

iv. Is Institutional Research able to obtain demographic data on faculty within each college? Are we able to get these data from our peer institutions?

v. Is it possible to link Affirmative Action reports to our Diversity Task Force website (when we develop one)?

vi. We need to find out student gender, racial, ethnic, and disability breakdowns in each major as our students determine the composition of the future professoriate.

b. **Continued work on ADVANCE Initiatives:** Barb Silver reported on the initiatives that the ADVANCE Program began. The grant was from 2003-2008 and it focused on developing policies, practices, and programs for increasing the number of women faculty in the STEM disciplines that could be institutionalized and transform the university. ADVANCE developed best practices in faculty recruitment, mentoring, data collection, and work/life programs that could be generalized to support all our diversity and equity practices. However, since the grant ended, URI has been backsliding on these initiatives and is beginning to repeat the work previously done by the ADVANCE team. An important program that needs oversight is the faculty mentoring program that continues in most colleges in some form. We also need to work on training faculty search committees to expand recruiting efforts and be open and inclusive during all steps of the search process.

NSF has recently conducted an evaluation of all ADVANCE programs funded, and six were chosen as model ADVANCE institutions. URI was chosen as one of these six, with a site visit planned for Spring 2011. It will be important to demonstrate on this visit our efforts to institutionalize the ADVANCE initiatives.

3. **Diversity Workshops**

Laura Beauvais reminded everyone that the diversity workshops for three colleges (Human Science and Services, Nursing, and Pharmacy) and representatives from college diversity committees are being held on January 11-12, 2011. Please let her know if you will be attending the workshop on the afternoon of January 12 for the diversity committees.