Division of Academic Affairs
Diversity Task Force
Tuesday, April 26, 2016
3-4:30 PM
President’s Conference Room, Green Hall
Minutes

Present: Donald DeHayes, Laura Beauvais, Michelle Fontes Barros, Jason Kolbe, Barb Silver, Peter Larsen, Janie Palm, Alycia Austin, Diane Kern, Zahra Meghani, Furong Xu.

Guest: Helen Mederer to discuss ACE Initiatives.

1. The minutes of March 30, 2016 meeting were approved.

2. Announcements: Commencement Speaker: Supreme Court Justice Sonya Sotomayor. Graduate Commencement Speaker: Richard Tapio. Also, we are making progress in diverse faculty hires. May 9: Dual Career policy on Senior Team Meeting Agenda on May 9th.

3. Subcommittee Actions:
   a. Membership Renewals: Laura Beauvais.
      
      Individuals were asked if they wanted to continue to serve on the task force. Laura will follow up on membership development during the summer.
   

      Statewide forum on dual career network: who should we invite? Inviting HR people rather than Provosts/academic leader has been suggested. However, we may want to invite Provost/Vice Provosts from other schools. Also we will want to invite Affirmative Active officers from other institutions. Also invite business leaders and Chamber of Commerce. Keynote speaker: Consortium leader from another network.

      ACE Initiative: Barb and Helen requested that the AADTF become the champion of the ACE Initiative with the initiatives listed. One initiative for 2015 that is still being worked on is the paid parental leave policy revision that they want the task force to review. Important policies to work on is the opt-out tenure clock stop policy; part-time tenure track proposal. We could add task force subcommittees to work on these issues and then also add outside members to these subcommittees (maybe from the Work/Life Committee?). The Dual Career Regional
Network is a high priority. Post Retirement Engagement Initiative might be fairly easy to implement by inviting retired faculty and staff to serve on the Diversity Task Force. Barb and Helen will invite the task force members to the regional meeting and then follow-up could be done by members of the task force. Possible date: July 20th. In the fall, the task force can decide if it wants to work on other initiatives.

c. Multicultural Faculty Fellowship: Laura Beauvais.

We need to create a subcommittee to review applications that were due on April 25—3 have been submitted. Volunteers? Furong and Jason will help evaluate proposals. Evaluation of the program needs to be conducted this summer/fall. Issues to examine: length of program; when the evaluation should occur; the support and mentoring the candidate receives in the department. Barb will look to the ADVANCE Fellowship Program for clues of what might work well. Co-teaching with faculty within and outside of the department might be an engaging technique. Sending the message that we want them to be successful is critical.

d. Use of Multicultural Enhancement Funds to support grants for faculty to develop courses for meeting the Diversity and Inclusion Outcome in the General Education Program. Members: Furong Xu, Diane Kern, Zahra Meghani, Lynne Derbyshire.

We could work with Diane Kern using her course on “Education for Citizenship: Zombie Ideas in Education.” Funding will be needed for development of this course. It offers 60 seats and has been approved by the General Education Committee. Laura will follow up with Diane Kern to see how the task force can support and how much money they need.


Michelle presented the plan for training for new faculty. Where is its home? CED Office? ATL would support the workshops. Link to the new faculty orientation—we can begin publicizing the program then.

f. Diversity seminar program for graduate students. Members: Karen Wishner, Betsy Cooper, David Hayes, Annemarie Vaccaro, and Lynne Derbyshire.

Survey of graduate students was conducted (see handout). Need $12,000 to support the program.