Division of Academic Affairs
Diversity Task Force
Wednesday, April 29
3-4:30 PM
President’s Conference Room, Green Hall

Minutes

1. Present: Delores Walters, Lynne Derbyshire, Janie Palm, Furong Xu, Jason Kolbe, Diane Kern, Betsy Cooper, Peter Larsen, Alycia Austin, Annemarie Vaccaro, Vicki T. Sapp, Naomi Thompson, Loren Bauerband, Trish Morokoff, Zahra Meghani, Barb Silver.

2. Minutes of March 27, 2015 Meeting were approved.

3. Announcements: Multicultural Faculty Fellows in Biology and Computer Science and Statistics: both are ready to make offers to candidates. There were eight applications for 2016-2017; Youth into Healthcare Careers Summer Program at URI—3-day residency program, collaborating with Pharmacy, August 3-5, 2015. May 6th – grand opening of the Gender and Sexuality Center (GSC) at 11:00 AM Dr. Fernando Guzman—Director of Faculty Recruitment and Retention arriving on May 11. May 14, 4-5:30: welcome at the GSC for both Fernando Guzman and Vicki T. Sapp.

4. Task Force Membership: thanked those who are completing their terms. Some whose terms are up in 2015 have agreed to stay on for another year. Laura will send membership update request later in the summer.

5. Subcommittee Reports:

- Dual career hiring planning and resources. Members: Naomi Thompson, Barb Silver, Furong Xu, Jason Kolbe, Betsy Cooper, and Diane Goldsmith. The subcommittee is reviewing policy and guidelines. Perhaps Fernando Guzman will want to join the committee. Asking listservs in other professional organizations for what they do with regard to dual career issues. Plans are being made to reach out to other schools in RI (region?) to create a consortium. Tech Valley Consortium in NY is a good model. Trish suggested that we talk to the Provost about the model that he has created: (1) a position must be available in a target department/college for the partner; (2) faculty in the target department must interview and evaluate the candidate; development of an interview process with the target department and get their input and vote of approval; (3) Faculty must vote affirmatively to making an offer to the candidate. The subcommittee recommends that someone at URI be assigned to work with partners/spouses to assist them in finding employment. HERC is another consortium model. Perhaps we can offer to host a statewide or regional conference to bring together institutions of higher education into our own consortium. Some of us could go to the HERC conference in November to learn more information about developing a network here in RI.

- Diversity training for faculty. Members: Joan Peckham, Naomi Thompson, Nancy Doyle-Moss, Lynne Derbyshire, Trish Morokoff, and Michelle Fontes Barros. The subcommittee will wait for Fernando to come on aboard to develop this training.
- Further develop the expert team-mentoring model. Members: Barb Silver, Peter Larsen, Trish Morokoff, Diane Goldsmith. The subcommittee met with Diane to launch this initiative by Fall. It will be piloted with selected faculty and staff. The expert team mentors will be trained and resources will be linked from the Faculty pages of the website. We need to develop some publicity and marketing, add this information to the new faculty orientation and workshops, and hold an event in early fall. Peter is developing a log-in mechanism for us to determine what kinds of questions are being asked (FAQ) and as a result, find new mentors with expertise based on the information asked.

- Faculty resources website: Members: Laura Beauvais, Lynne Derbyshire, Kelly Matson, Kendall Moore, Michelle Fontes Barros, Janie Palm. See website: http://web.uri.edu/teach/multicultural/ Communications and Marketing Department is re-configuring the global navigation bar to have two links—for faculty and about faculty: statistics, profiles, Big Faculty Thinkers, etc.

- Diversity seminar program for graduate students. Members: Karen Wishner, Betsy Cooper, David Hayes, Annemarie Vaccaro, and Lynne Derbyshire. The subcommittee shared this idea with the Grad Council, which had questions about compensation, but overall consensus was that this was a good idea. The committee will work on the program this summer to work out the details and hopefully launch in the fall. What incentives can we give students to attend? Need to market as a program that will enhance their professional success. The task force voted its approval in moving this initiative forward.

- Use of Multicultural Enhancement Funds to support small grants for faculty to develop resources for inclusive teaching: Members: Furong Xu, Diane Kern, Zahra Meghani, Loren Bauerband. The RFP is out; applications due on May 31. Randi to send out the RFP again; it appears that the first announcement went to spam for a lot of faculty (after April 13). Check with IT on this. We need to update the faculty list from HR.

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