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

Present: Don DeHayes, David Hayes, Kelly Matson, Fernando Guzman, Nancy Doyle-Moss, Alycia Austin, Diane Kern, Trish Morokoff, Laura Beauvais, Janie Palm, Michelle Fontes Barros, Zahra Meghani, Barb Silver.

1. Minutes of October 28, 2015 Meeting have been approved

2. Announcements
   a. Academic Plan goals were endorsed by Faculty Senate. The Provost thanked members of the committee for their input into the plan.
   b. Assessment of the task force needs to be done—what have we accomplished? What should the next five years look like?
   c. Report on cultural competency from Gen Ed Panel—22 courses submitted; 11 have been approved. We will need more courses. Perhaps the rubric needs to be revised to be reflective of the theory and research in this area. We can pull together faculty from different disciplines to review the rubric and revise in the future.

5. Subcommittee Reports:
   a. Diversity seminar program for graduate students. Members: Alycia Austin, Karen Wishner, Betsy Cooper, David Hayes, Annemarie Vaccaro, and Lynne Derbyshire. Four workshops are in the series, and if students take all four, they would receive a certificate of completion. We are still looking for someone to do the introductory foundational workshop. The goal is to begin this series in fall 2016. Suggestions: we can bring in an outside person to do the foundational workshop. David Hayes and Michelle Fontes Barros might be able to put this foundational workshop together. Also need to think about how to compensate those who will deliver these workshops (honorarium).

   b. ACE Flexibility Initiative Update on Dual Career and Faculty Guides. Members: Barb Silver, Fernando Guzman, Furong Xu. Five goals of the ACE Initiative are being considered for next year. Barb would like feedback on whether any or all of these should be pursued: Opt-out tenure clock stop policy; creation of part-time tenure track lines; post retirement engagement initiatives; phased retirement options; dual career regional network.
Faculty Guides Program: partnering with the Office for Advancement of Teaching and Learning. Faculty and staff serve as guides for faculty in specific areas of interest and expertise. The launch will be in late January. The ACE Committee will collect data on the types of questions asked to determine areas to add or subtract. Michelle, Lynne, and Diane will approach the Web Policy Council to get a link for faculty resources to URI's home page.

Dual Career Policy: revisited recently to revise and update (see attached). The task force is being asked to endorse and the Provost to approve the policy. Then it can be distributed to search committees or even be part of the online application system. Next steps: set up dual career regional network of schools and local industries; include chambers of commerce. A motion was made to approve the Dual Career Assistance Program and send to the Provost for review. The motion passed and the Provost will review over the next few weeks.

c. Use of Multicultural Enhancement Funds to support small grants for faculty to develop resources for inclusive teaching. Members: Furong Xu, Diane Kern, Zahra Meghani. This year we need to focus on supporting faculty to develop general education classes with diversity and inclusion outcomes. Please review last year's RFP (see attached) and be ready to make changes in the RFP at the next meeting in January. We might consider adding more support for significant investment of efforts. We can provide a variety of options to faculty for funding. Also, we need to involve the ATL office to sponsor workshops for faculty receiving funding.

d. Multicultural Faculty Fellowship: We need to develop the RFP for soliciting proposals for bringing in a faculty postdoctoral fellow for 2017-2018 and select members to review proposals. Laura will send out last year's RFP for review. At our January meeting, we will consider any changes to make in the RFP. We should think about “growing our own” in this program.

e. Diversity training for faculty. Members: Fernando Guzman, Nancy Doyle-Moss, Lynne Derbyshire, Trish Morokoff, and Michelle Fontes Barros. Michelle Fontes Barros has agreed to convene a meeting to initiate action here.

6. New Business

Link to website: [http://www.uri.edu/provost/planning/diversity.html](http://www.uri.edu/provost/planning/diversity.html)

Meeting schedule for Spring 2016 (all meetings will be in the President’s Conference Room, Green Hall)

Wednesday, January 27, 3-4:30 PM
Tuesday, February 23, 3-4:30 PM
Wednesday, March 30, 3-4:30 PM
Tuesday, April 26, 3-4:30 PM