Present: David Hayes, Janie Palm, Barb Silver, Furong Xu, Loren Bauerband, Kelly Matson, Lynne Derbyshire, Michelle Fontes-Barros, Annemarie Vaccaro, Joan Peckham, Naomi Thompson, Trish Morokoff, Laura Beauvais, Don DeHayes, Zahra Meghani, Peter Larsen.

1. Minutes of November 19, 2014 meeting were approved.

2. Announcements:

Michelle Fontes Barros: meeting with Vice Provost Dean Libutti and John Rooney regarding student financial aid issues. They are developing a CSV course to help students deal with their financial burdens and will be piloting it with 8-12 students in the spring semester. She will provide updates on how the course is going throughout the semester.

World at Work Seal of Distinction from the Alliance for Work Life Progress will be awarded to URI in January, 2015.

Women’s Leadership Summit on December 5th was successful. The evaluations will be coming out soon. About 40% of attendees were graduate students from a variety of programs.

February 9-13: LBTQ Symposium week, with the ribbon-cutting ceremony of LBTQ Center.

March 26-28: Best Practices in Diversity and Inclusion conference. Suggestion: maybe have a teach-in day where diversity/inclusion topics are addressed in classes. Maybe offer a workshop a week ahead of time so that people could discover how to incorporate these topics in class. We could also develop Ted Talks that we could put online. Or, we could formulate a question that faculty could bring up in class. We could provide recognition to the faculty who do this. We could provide a reward for the departments or colleges whose faculty have the largest participation.

We could use the Multicultural Enhancement Fund to support small grants ($500) to assist faculty in obtaining resources to use in their classes on diversity/inclusion topics. We could provide ideas for faculty to think about to do in class (e.g., multidisciplinary projects). We can get ideas from college diversity committees and the G2C Subcommittee on diversity might have ideas to contribute here.
Model of mentoring (expert team mentoring): collect three experts on various topics and they become the go-to people for others to call for assistance. This information can be placed on a website (perhaps the Office for the Advancement of Teaching and Learning site) and then the expert teams can provide brief assistance to interested faculty. Use our teaching and research award winners to provide assistance. Perhaps a sakai site can be set up for this function. It was suggested to use a different term than mentoring as many think that mentoring involves a more substantial and long term relationship.

We can invite Diane Goldsmith to a meeting to hear the task force’s ideas on what the office could provide in terms of faculty development.

We also need to get the information out about the faculty resources website, so that people know about it. Can we print business cards or bookmarks? Lynne and Laura can work on this; perhaps faculty senate can make a request to Communications and Marketing to get a direct link to faculty resources from URI’s main web page.

3. Faculty and graduate student development of multicultural competence: diversity seminar program for graduate students and faculty development program—Update from subcommittee: Karen Wishner, Betsy Cooper, David Hayes, Annemarie Vaccaro, and Lynne Derbyshire. No update at this time.

4. Update on the ACE initiative on dual career hiring and other work/life issues-Barb Silver.

Professional family travel fund program: 6 awards made so far, all assistant professors.

Bright Horizons support services: sign up for the portal. University pays $6000 per year for this service. Four percent have participated in the program. We will do an evaluation of use and effectiveness of the program after three years.

Dual career hiring: A dual career forum was held at URI in June 2014 with about 40 people attending. Lunch with administrators followed: asked them to take the notes and implement the recommendations. Difficulties: union regulations, funding, affirmative action, etc. Need a person who will be the responsible individual and have resources to work with to ensure that dual career issues are managed well. We also need to network with other institutions and employers to obtain reciprocal understandings and actions. We need a strategic plan and action steps; the new hire in faculty recruitment and retention was suggested to be the point person. The Provost also needs to champion this issue. Naomi, Barb, and the new Organizational Development Director of the CED Office will meet on this and develop a plan. We also need to get the VP’s to support the issue. The task force might also request action on this item.
Can we reserve one or two of the 55 new faculty positions for this initiative?

We need to further discuss this at the January meeting.

5. Other business: diversity training for faculty and the development of distributed meditation/quiet spaces for students: we will follow up at the January meeting.

Meeting dates next semester, all held in President’s Conference Room, Green Hall:

- Friday, January 30, 9-10:30
- Wednesday, February 25, 3-4:30
- Friday March 27, 9-10:30
- Wednesday, April 29, 3-4:30

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