Division of Academic Affairs  
Diversity Task Force  
Wednesday, February 25  
3-4:30 PM  
President’s Conference Room, Green Hall  
Minutes

Present: Joan Peckham, Zahra Meghani, Annemarie Vaccaro, Laura Beauvais, Tom Hospod, Alycia Austin, Peter Larsen, Julia Lovett, Karen Wishner, Furong Xu, Jason Kolbe, Kelly Mat, Trish, Don, Lynne.

1. The minutes of January 30, 2015 Meeting are approved.

2. Announcements  
   - Meditation room set up in Tyler  
   - Multicultural Faculty Fellow Searches Update: BIO is interviewing this week. The CSS Department waiting to hear from HR to get permission to interview three individuals. If these do not work out, may have to re-open the search because no other candidates on hold.  
   - Bobby Seale Lecture tomorrow at CBLS, Ryan, Auditorium, 6:00.

3. Multicultural Faculty Fellow: We will distribute the RFP next week, with applications due directly to the task force by April 17 and decisions made by mid May. Subcommittee members: Jason, Furong, Lynne, Zahra. Subcommittee might also evaluate how well the program is working and if any changes need to be made.

3. Subcommittee Reports:

   - Use of Multicultural Enhancement Funds to support small grants for faculty to develop resources for inclusive teaching—we need to decide if we want to use the money in this way and if so, get an announcement out to faculty. Members: Furong Xu, Diane Kern, Zahra Meghani, Loren Bauerband. Issues to address: include just gen ed courses, how much money, include part time faculty, deadlines. The committee will develop a draft of the RFP and bring to the task force.

   - Further develop the expert team mentoring model. Members: Barb Silver, Peter Larsen, Trish Morokoff. Nothing further to report. Might need some start up funding.

   - Faculty resources website: Make this more accessible and ensure that diversity/inclusion resources are included. Members: Laura Beauvais, Lynne Derbyshire, Kelly Matson, Kendall Moore, Michelle Fontes Barros. Michelle and Lynne will be meeting with Communications & Marketing—Linda Acciardo and Kelly Mahoney—to develop a direct link for faculty with all relevant resources for them which currently sit on the Office for Advancement of Teaching and Learning site: http://web.uri.edu/atl/. Loren is developing the resources for multicultural site.
• Diversity seminar program for graduate students. Members: Karen Wishner, Betsy Cooper, David Hayes, Annemarie Vaccaro, Alycia Austin, Michelle Fontes-Barrros and Lynne Derbyshire. Have not been able to meet. The Graduate School is proposing a position for a Professional Trainer where some of this training might occur. The Office of ATL might coordinate with the Graduate School in these efforts. Perhaps a one-credit seminar? A zero credit seminar that is on the transcript? Perhaps a certificate program, maybe blended or online? Promotion and appropriate title? The committee will meet and come back with proposal. Perhaps talking to Grad Council about this issue is another step.

• Dual career hiring planning and resources. Members: Naomi Thompson, Barb Silver, Vicki T. Sapp, Jason Kolbe, Furong Xu. We have policy but the practice seems to be different. How can we influence the search process better to bring out best practices? Can this task force make a formal request that search committees must follow these policies? There needs to be a go-to person, perhaps the Faculty Recruitment and Retention position in the CED office. Deans need to be involved also. The committee will begin to review the guidelines again for potential changes and then have them approved by some official body on campus (who?). Here are some possible conditions: a position is available; the candidate will need to visit the department and interview; the department needs to vote and accept the candidate; one person in the dual career relationship is a target of opportunity hire.

• Diversity training for faculty. Members: Joan Peckham Naomi Thompson, Nancy Doyle-Moss, Lynne Derbyshire, Trish Morokoff, and Michelle Fontes Barros. Put this item early on March agenda.

• Helping pull together resources for faculty to use for teach-ins during the Diversity and Inclusion conference on March 26-28. Members: Loren Bauerband, Peter Larsen, Tammy Vargas Warner, Vicki T. Sapp, Lynne Derbyshire

Remainder meeting dates for Spring semester, all held in President’s Conference Room, Green Hall:

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

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