Present: Donald DeHayes, Michelle Fontes-Barros, Annemarie Vaccaro, Betsy Cooper, Jason Kolbe, Karen Wishner, Alicia Austin, Kelly Matson, Lynne Derbyshire, Peter Larsen, Mark Canny, Janie Palm, Furong Xu, Laura Beauvais, Fernando Guzman, David Hayes, David Bidwell, Zahra Meghani.

1. Minutes of December 15, 2015 Meeting were approved.

2. Announcements: Academic Plan was distributed and the summit was discussed with funding of innovative projects. Faculty Senate will vote on proposal to change the Cultural Competency outcome to Diversity and Inclusion. Support is requested.

3. Subcommittee Reports:

   a. Diversity seminar program for graduate students. Members: Alycia Austin, Karen Wishner, Betsy Cooper, David Hayes, Annemarie Vaccaro, and Lynne Derbyshire. Next steps: need someone to do the foundational workshop. Perhaps Bryan Dewsbury might be able to do it. What is the timeline? We have facilitators for 7 workshops/sessions with students, except for the foundational workshop. Successful completion of four workshops will be required for the certificate (the foundational course is required and three additional sessions). We need promotional activities to encourage students to attend—these are non-credit bearing sessions. Workshops will be offered on different campuses going forward. The Graduate Council and the Graduate Student Association both have been consulted and approve of the program. If we need to bring in someone from the outside, it may help us get started (e.g., Maureen Adams). Buying books for graduate students might be useful.

   b. 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 cultural competency outcomes. Another use of the funds could be to buy books. Last year, Loren was working on a list of resources in this area and developing a website to make these available. One part of the grant could be to support a grad student to compile a bibliography and to update each year. There is a website in the ATL with diversity and inclusion pedagogical approaches: http://web.uri.edu/teach/multicultural/
When should the RFP go out? We may think about giving X amount of money of summer salary to faculty to actually deliver a course with Y number of students. The graduate students who get the diversity certificate might be employed to be assistants in large lecture courses. We need a faculty coordinator. Lynne may be able to help us find a person or two who might lead this.

c. **Multicultural Faculty Fellowship.** Laura will send out a revised proposal for this year and give everyone a week for comments. Then we can send out in mid-February to the campus community. We will need a review committee.

d. **Diversity training for faculty.** Members: Michelle Fontes-Barros, Nancy Doyle-Moss, Lynne Derbyshire, Trish Morokoff, Fernando Guzman. We did not have time for this item. It will be the first agenda item at our next meeting.

e. **ACE Initiative Update.** Members: Barb Silver, Fernando Guzman, Furong Xu, Peter Larsen. Peter illustrated the *Faculty Guides* webpage. We suggested changing “junior” faculty to “early career” faculty. We suggested that more diverse photos are used on the site and that more diverse faculty guides be involved. *Dual Career Policy:* we need to figure out how to make this an official policy. A clear and strong policy statement still needs to be made at the beginning of the document (e.g., URI is committed to its best efforts to work with faculty and staff to assist in dual career concerns). The subcommittee has to determine how to communicate to candidates on campus interviews, current faculty and staff, as well as find a way to publicize the policy. The subcommittee also would like to hold a meeting inviting other institutions and businesses to build a network at a consortium in early June. We need a way to give candidates an opportunity during the online application process to check off interest in dual career assistance. Perhaps we need to discuss with the VP of Administration and Finance regarding an update of the online application process to make it more professional and user friendly to faculty and staff applicants. Laura will invite someone from HR and VP Valentino to our next meeting to discuss why the system is the way it is and the possibility of changing it.

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