Present: Furong Xu, Michelle Fontes-Barros, Vicki T. Sapp, Joan Peckham, Zahra Meghani, Nancy Doyle-Moss, Tom Hospod, Karen Wishner, Naomi Thompson, Kelly Matson, Annemarie Vacarro, Alycia Austin, Jason Kolbe, Trish Morokoff, Barb Silver, Loren Bauerband, Janie Palm, Don DeHayes, Laura Beauvais

1. The minutes of December 19, 2014 meeting were approved.

2. Announcements
   Welcome to Vicki T. Sapp, Director of Community and Organizational Development in the CED Office.

3. Subcommittee Reports:

   - **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.

     No meetings yet, but have been talking with each other. Vicki put together registration form if people wanted to participate in the teach-in. We will make sure that there are solution-based sessions working with students. There will be an online site to store events. Will the subcommittee put together a facilitator guide? Send resources to Loren and Vicki. Should teach-ins be for both Thursday and Friday?

   - **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.

     Subcommittee has not met, but communications have occurred through email. The subcommittee is suggesting a mini-proposal with final product being a presentation to other faculty in one’s department. The subcommittee will use the RFP from previous years, but will update it. The Provost asked if this funding should be used to give preference to developing gen ed courses for the cultural competency requirement. Subcommittee will provide information on the RFP in a session with other gen ed rubrics and learning outcomes.

   - **Further develop the expert team mentoring model.** Members: Barb Silver, Peter Larsen, Trish Morokoff.
Barb provided a handout on this issue. Important issue: where would the program reside? Incentives for team mentors? Should this be under the direction of the Director of Recruitment and Retention? Will this be a broad enough umbrella for all the mentoring activities that this initiative will encompass? Perhaps not use the term “mentor” because this means certain things to people. GPS sounds good (Guidance for Promising Scholars). Is this a recruitment and retention initiative—where is this initiative located now? Should it be in HR? Provost thinks the Director of Recruitment and Retention will work with search committees. But where does the mentoring issue go? HR, CED, Provost Office? Put on Provost page but also should be on department and college pages. Who will manage the program? Deans need to have buy-in so that this counts as service. Perhaps this function may go under the faculty development part of the Office of the Advancement of Teaching and Learning.

- **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, Trish Morokoff, Janie Palm.

Lynne has been working with Communications & Marketing to see who “owns” the website and how we can get a faculty link. The Provost has already proposed the development of a Web Council to oversee web policy. Can we use a link that already exists? Need to ensure there is an easy way to make this link accessible to searchers. The Faculty Senate is supposed to add members to the Web Council, so if anyone is interested, volunteer to be in this council by calling Bahram Nassersharif, the Chair of the Faculty Senate.

- **Diversity seminar program for graduate students.** Members: Karen Wishner, Betsy Cooper, David Hayes, Annemarie Vaccaro, Alycia Austin and Lynne Derbyshire.

No update

- **Dual career hiring planning and resources.** Members: Naomi Thompson, Barb Silver, Furong Xu, Jason Kolbe.

No report yet. The committee will meet soon.

4. **New Business**

- **Diversity training for faculty:** Joan Peckham is working with her department on this issue and would like to work with others on advancing this initiative. Naomi Thompson, Nancy Doyle-Moss, Lynne Derbyshire, Trish Morokoff, and Michelle Fontes Barros (ad hoc only) have agreed to work with Joan on this subcommittee.
Computer Science is having discussions and training in preparation for the Multicultural Faculty Fellow. Meetings with Judy Kaye and Michelle Fontes Barros have taken place to advance these issues in CSS and learn how to support underrepresented students better. We need to begin discussions across campus about what we can do to develop faculty to have more awareness and competency about multicultural issues. Should we develop a subcommittee to make recommendations to the task force? Suggestions: Add session to the new faculty training; changing the culture program; chair training; faculty development professionals could develop a program that could be tailored by the colleges; one-time departmental funding allocated for developing a workshop that is tailored to their needs. If we develop courses in the discipline focused on cultural competence, then students will start asking for their faculty about this where this information is in their other courses. We need to use the language of “culture competence” to be consistent with our general education program and signal that there is a body of scholarship in this area. The Inclusion Project has resources that can assist departments with training, along with the names of people on campus who are experts and can help. At every Nursing College meeting, there is time set aside for discussing issues of multiculturalism.

If any other task force members want to join a subcommittee, please let Laura know. Subcommittees should meet before our next task force meeting on February 25 and be prepared to make reports and recommendations.

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

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