
1. The Minutes of the September 14, 2016 were approved, with minor changes.

2. Announcements: none. Laura handed out University of Michigan’s Executive Summary and strategies of its diversity plan. There are many good ideas that we may want to consider as initiatives.

3. Multicultural Faculty Fellowship Program: Discussion on potential changes in the program was held. The ADVANCE Program may provide insight for potential changes. Barb handed out information about the ADVANCE program and comments from the ADVANCE Fellows regarding the positive features of the program. These issues were identified:

   a. Length of appointment: The appointment length of the Multicultural Fellow may be an issue. Currently, it is a one-year position, but should it be a two-year position? With two years, we may be able to do the department review in the Fall of second year and a decision made, before most candidates receive offers from other schools. Or, have a two-year model, allow someone to be reviewed and transition at the end of the first year, if successful, OR stay around for another year while they search for another position, if not successful.

   b. Salaries: are they high enough to be competitive?

   c. Cohort model: In the ADVANCE Program, a natural cohort was available, but the Multicultural Fellow does not have a cohort. Could we hire several in one year, and then not hire in the next year?

   d. Institutional Support: For ADVANCE, there was a formal office in place for postdocs to go for advice and assistance, which was highly valuable to the Fellows. The Multicultural Faculty Fellow does not have this formal support system in place.

   e. Perception of Deficit: Is the post doc model considered a deficit model? We must work against this perception by constantly providing positive support and publicity. Will a different title be helpful to reduce perception of deficit? Visiting Assistant Professor might be a better title.
f. Department Support: Mentors outside the department might be necessary to bolster the department’s efforts. Also, we need to be mindful of climates in the different departments. We need to mentor the department in developing a better climate and systems of support for the Fellow and other new hires. In the RFP, should we ask the department to develop a retention plan? Do a climate assessment? What is it about the department that will successfully support the fellowship—climate, faculty, support systems, etc.—that will be conducive to retention of the Fellow?

g. Flexibility of the Program itself: Different colleges and departments have different needs. Perhaps the Multicultural Fellowship can be allocated to one college per year and that college can determine the specific details of the position, search, support, and retention strategies that will be most effective.

4. Multicultural Enhancement Funds: Evaluate the effectiveness of this initiative is. Are there any ideas for modifying this program? Should we allocate the funds associated with this program elsewhere?
   a. The goal was to focus on developing multicultural competency among students and faculty. How do we enact real change in cultural competency?
   b. Should we re-conceptualize the program and model it like the innovation grant program in which the criteria are open and flexible? Let the applicants send in proposals for projects that would lead to substantive and transformative change.
   c. Projects must be concerned with the sustainability of work. How does this work build community that is real and enduring?
   d. Invest in one large project, such as climate training? Perhaps tie to the Multicultural Faculty Fellowship such that in order to be awarded a post doc/new faculty, departments must engage in climate assessment.
   e. Foundation might be able to raise money in the upcoming campaign for mentoring and climate issues. Maybe we should invite Lil O’Rourke to our next meeting so that she can hear our ideas on campaign fundraising for diversity and inclusion efforts.

5. Update on Other Initiatives
   a. Diversity seminar program for graduate students: we will discuss next time.
   b. Diversity training for faculty—Michelle described the event on Oct. 27th “Creating Balance in our Lives.” Almost 50 new faculty are signed up for the event being held at the Mosby Center on the Bay Campus.
   c. ACE Initiatives: we will discuss next time.
6. New Business

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

Meetings—all held in President Conference Room in Green Hall:

- Wednesday, November 16, 3-4:30 PM
- Tuesday, December 13, 3-4:30 PM
- Wednesday, February 1, 3-4:30 PM
- Tuesday, March 7, 3-4:30 PM
- Wednesday, April 5, 3-4:30 PM
- Tuesday, May 2, 3-4:30 PM