

Minutes of the December 4, 2019 Meeting of the CELS Executive Council

Call to Order: A meeting of the College of the Environment and Life Sciences Executive Council was held at 12:00 pm at the CBL 435 conference room. Members present were Department Chairs Chandler, Gold, Gomez-Chiarri, Mitkowski, Roberts, and Uchida; Associate Deans, Sartini, Sheely, and Thornber; *ex-officio* members Palmer and Wilson; and Faculty Secretary Rice. Department Chairs Dalton and Savage, Dean Kirby and *Ex-officio* member Silvia were absent. Associate Dean Thornber presided. Professor Cardace represented GEO.

Approval of the Minutes: *A motion was made by Gomez-Chiarri and seconded by Gold to approve the November 20, 2019 Minutes of the Executive Council. The minutes were approved unanimously after a notation that Dean Kirby subsequently changed the due date of requests for new faculty hires.*

Announcements:

Associate Dean Thornber:

Dean Thornber introduced Dr. Annemarie Vaccaro of the Department of Human Development and Family Studies who led a workshop for members of the Executive Council on the topic of enhancing Inclusion at the Departmental, College and University levels. Dr. Vaccaro's workshop stressed 9 major points:

- 1) Promotion of inclusion begins with self; reflection upon one's own attitudes and practices, and recognition of minorization
- 2) Leaders set the tone for inclusion among the community
- 3) Need for thoughtful infusion of inclusion into the promotion and tenure process
- 4) Leading efforts to diversify the curriculum
- 5) Fostering inclusion in both physical and virtual spaces
- 6) Fostering structural diversity
- 7) Strategizing beforehand for immediate responses to exclusionary behaviors
- 8) Supporting faculty and staff who take risks and face possible public backlash
- 9) Leadership in inclusion workshops for faculty; workshops at department level are often the most effective

Old Business:

There was no Old Business.

New Business:

There was no New Business.

Adjournment: *It was moved and seconded to adjourn at 1:30 pm*

Respectfully submitted:

Michael A. Rice, Faculty Secretary