

EQUITY, ACCESS & DIVERSITY
MINUTES OF MEETING
SEPTEMBER 19, 2011
Morrill Hall Room 300

[In these minutes: committee orientation; resolution on ex officio membership, sexual harassment and nepotism policies; presentation on OED vision]

[These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate; none of the comments, conclusions or actions reported in these minutes represent the views of, nor are they binding on, the Senate, the Administration or the Board of Regents.]

PRESENT: Irene Duranczyk (Chair), Louis Mendoza, Kris Lockhart, Janet Thomas, Lauren Beach, Kimberly Hewitt, Michael Goh, Charmaine Stewart, Katie Ballering, Susan Cable Morrison, Dominique Tobbell, Greg Sawyer

REGRETS: Dorothy Schlesselman, Richard Graff, Neil Anderson, Michelle Page, Peg Lonnquist, Anne Phibbs, Patrick Troup

ABSENT: Yu Fu, Raul Marrero Fente

Professor Irene Duranczyk called the meeting to order and welcomed those present.

Committee Orientation

Professor Irene Duranczyk used a PowerPoint presentation to discuss:

- Committee membership
- Duties and responsibilities (charge)
- The committee's work in 2010-11
- Potential agenda topics for 2011-12

Regarding 2011-12 agenda topics, she noted that EAD would continue to follow the Women's Faculty Cabinet (WFC) Salary Equity Study and complete its work on the Martin Luther King Day Resolution. She stated the resolution may be a committee statement rather than a resolution requesting administrative action. Other topics on the agenda include:

- Working with the WFC on equity benchmarks, and
- Following up on the inclusion of diversity issues in the new graduate school structure and materials.

Dawn Zugay, committee specialist, University Senate Office, provided the committee with an overview of the University Senate governance structure and the committee's role. Her presentation included:

- Organization of the University Senate and its committees
- Role of committee members
 - General and ex officio

- Committee options for action including: statements, resolutions, and creation or amendment of policies
- Process for bringing a resolution from a Senate committee to the University Senate

Changes to the University’s Policies against Sexual Harassment and Nepotism

Kimberly Hewitt, director, Office of Equal Opportunity and Affirmative Action, provided the committee with copies of the proposed changes to the Board of Regents Policies on Sexual Harassment and Nepotism. She explained that the Office of the Board of Regents is changing the structure of all of its policies and the majority of the changes to both polices are structural changes to comply with the new format for all Board policies. She stated the definition and guiding principles sections of the Sexual Harassment Policy are unchanged from the former policy. The most significant change is to the retaliation section. Ms. Hewitt asked the committee for feedback on the suggested changes. Lauren Beach commented that the policy should include a section indicating where victims of sexual harassment should seek help. Professor Duranczyk stated the implementation section of the policy should identify the office where complaints can be submitted.

Ms. Hewitt next discussed the Nepotism Policy. She noted it was changed to make it consistent with the Administrative Policy on Managing Nepotism and Personal Relationships. Substantive changes included:

- Broadening the “directly or indirectly influence” language
- Broadening the “personal relationships” section, and
- Inclusion of a “guiding principles” section

The committee briefly discussed how to communicate about the nepotism issue in the University environment and whether or not the sexual harassment policy was required to be included in syllabi. Ms. Hewitt explained the process for implementation of the proposed policy changes. She stated following consultation with EAD, the policies would move to the Board of Regents Policy Office and then come to the Board of Regents for a vote.

Resolution to Change Ex Officio Membership of EAD

The committee was provided with copies of the following resolution to change the ex officio representation on EAD.

**UNIVERSITY SENATE RULES AMENDMENT
Ex Officio Committee Membership
Action by the University Senate**

To amend Article II, Section 1 of the University Senate Rules as follows (language to be added is underlined; language to be removed is stricken). As an amendment to the University Senate Rules, the motion requires a simple majority for approval.

ARTICLE II. RULES FOR COMMITTEES OF THE UNIVERSITY SENATE (Changes to this article are subject to vote only by the University Senate)

1. Ex Officio Members of University Senate Committees

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- **Equity, Access, and Diversity**-- Office of the Vice President for Equity and Diversity (two including one from the Office of the Vice President for Equity and Diversity and one from Equal Opportunity and Affirmative Action), ~~four representatives, including one from the Office of Equal Opportunity and Affirmative Action, one from the Office for University Women, and one from the Gay, Lesbian, Bisexual, Transgender, Ally Programs Office~~); Representative from the Women's Faculty Cabinet.

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- **COMMENT:**
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- **IRENE DURANCZYK, CHAIR**
- **EQUITY, ACCESS, AND DIVERSITY COMMITTEE**

Professor Duranczyk explained that instead of having ex officio representatives from both the central Office of Equity and Diversity (OED) and several of the offices within OED (Women's Center, the Multicultural Center for Academic Excellence, and the Gay, Lesbian, Bisexual, Transgender, Ally Programs Office) there would be two ex officio representatives: one associate vice presidential or vice provostal level representative and one representative from the Office of Equal Opportunity and Affirmative Action (EOAA). If the committee wished to speak with representatives from the other offices within OED, it could invite them to specific meetings.

Kris Lockhart, associate vice president, OED explained that the original decision about which offices should have ex officio representation on OED was made when there was a different structure and the Women's Center, the Multicultural Center for Academic Excellence, and the Gay, Lesbian, Bisexual, Transgender, Ally Programs Office, and the Office of Equal Opportunity and Affirmative Action were in separate units. She noted she had spoken with the directors of each of these offices, and they were comfortable with the proposed change. She also noted that the committee's questions frequently concern policy or procedural issues or issues that fall within the purview of EOAA and/or were matters that required the directors to consult with their respective senior administrators to address.

Some committee members expressed concern that the elimination of ex officio representation would result in the committee failing to consider issues handled by those offices who no longer had ex officio representation. For instance, the committee might be less likely to consider GLBT issues. Associate Vice President Lockhart responded that EAD could contact the directors of the offices and ask them about issues of concern. She also stated OED would like to better understand what information is useful to the committee and asked the committee to frame the types of information they want to know. EAD members agreed that they would like a conscious and transparent process for determining what issues the committee should consider. Ms. Beach made a motion to adopt the resolution to change the ex officio membership of EAD if the comment section provided a process for reviewing the issues coming before the committee. The motion passed.

OED Vision

Kris Lockhart, associate vice president, OED and Louis Mendoza, associate vice provost, OED gave a presentation on OED's vision. Associate Vice President Lockhart focused on the visioning process and direction, and Associate Vice Provost Mendoza focused on the impact on faculty. Associate Vice President Lockhart stated that OED began its present method of work about five years ago when the OED director position was elevated to the level of Vice President and Vice Provost. When OED began its visioning and strategic planning process a determination was made not to do strategic planning with metrics. Groundwork was needed before metrics could be implemented. An equity and diversity framework was created. The first phase of the framework focused on broader communication and education system-wide. This included meetings with every administrative vice president, work sessions with the President's cabinet, and speaking with each dean and chancellor. OED then realigned its resources in response to what was learned in this process, performed an educational needs assessment and also realigned its training programs. Phase one also included a review of each of its offices, development of a formal process for annual reallocation of its capacity, and a meeting with the Board of Regents regarding OED's implementation of the University's vision framework.

Phase two began with a meeting with President Bruininks and included a second set of meetings with the deans and chancellors. Strategic planning was done across all of the OED offices. Resources were realigned and some positions were reshaped.

OED is presently beginning phase three, working in a strategic way at a local level. It has dedicated deep resources to four strategic arenas within OED: communication, education, evaluation, and advocacy. Associate Vice President Lockhart provided the committee with a handout describing the OED strategic arenas. She stated further that 15 months ago it hired a new communications director and just hired an evaluation director and an education director. It is also beginning a pilot project for working with the colleges. The project is intended to develop strategic diversity goals linked to the mission and values of the colleges, and supported by metrics. Professor Charmain Stewart asked how the Academic Health Center (AHC) fits into OED's strategic vision. Associate Vice President Lockhart responded that the AHC has been included in the process and OED is considering using one of the AHC professional schools in its pilot project.

Associate Vice President Lockhart also noted that OED is starting an advisory council for this pilot program and would like to offer membership to EAD, the Disabilities Issues Committee, the Women's Faculty Cabinet and possibly a representative from the AHC.

Next, Associate Vice Provost Mendoza provided EAD with a PowerPoint presentation focusing on the impact of OED's vision on faculty and in particular faculty of color. He stated OED wants to create a structure to elevate the work of faculty of color and address issues impacting the retention of faculty of color. The first three slides provided statistics on tenure and tenure-track faculty by gender and by ethnicity. He pointed out that in 2010, 18 percent of the University of Minnesota's faculty were faculty of color. But he

noted that eight percent of these were international faculty of color, and there is an issue of recruiting U.S. born faculty of color. He also noted that the growth in the University's faculty of color since 2000 has been primarily in the area of Asian and Pacific Islanders.

Associate Vice Provost Mendoza next discussed the Institute for Diversity Equity and Access (IDEA) and its programs, special projects, and resources. He highlighted the multicultural research awards, the creation of a database of experts and grants, the faculty fellows program which includes programming, research and faculty development, and IDEA's new publications. He stated the database for IDEA scholars and collaborators is intended to enhance networking and collaboration abilities. With regard to faculty fellows programming he mentioned a monthly speakers series and the development of thematic research clusters such as the STEM Competitiveness and Diversity Research Cluster.

Associate Vice Provost Mendoza also highlighted the new initiatives for faculty development including:

- Summer writing workshops for junior faculty
- Trainings and Workshops with the Center for Teaching and Learning and EOAA
- Faculty of Color Initiative for social networking
- Curriculum Transformation Project to help faculty diversify syllabi

Next, he discussed IDEA's two new publications: "Best Practices in Recruiting and Retaining Faculty of Color Handbook" and "Welcome to Your University: A Resources Guide for Diversity Resources at the University of Minnesota and in the Twin Cities." Professor Stewart commented that the handbooks seem to be a passive approach and recommended directly addressing faculty groups. Associate Vice Provost Mendoza responded that the handbooks are a tool and are complimentary to other work being done by OED. He stated they are being sent to all of the deans and department chairs in order to reach a broad base of faculty, and were developed at the request of deans during phase 2 of vision implementation.

Associate Vice Provost Mendoza also noted the creation of an online video discussion with graduate students of color about the challenges of coming to the University of Minnesota. He stated the video would be used to have conversations with clusters of directors of graduate studies. Additionally, he noted the successes of the revised University of Minnesota Postdoctoral Fellowship, and the DOVE Predoctoral Dissertation Teaching Fellowships. Professor Thomas asked how information about these programs is being provided. Associate Vice Provost Mendoza stated that it is sent to deans and department chairs and is available on the OED website. Ms. Hewitt noted that EOAA speaks with the search committees. Professor Dominique Tobbell asked if the DOVE fellowships are available for incoming graduate students. Associate Vice Provost Mendoza confirmed that they are.

When asked how the committee could assist equity and diversity work at the University, Associate Vice President Lockhart reminded committee members to review the candidates for the Provost position. She also suggested the committee consider sending a

letter to President Kaler regarding the significance of having the head of OED as a member of his cabinet. Finally, she asked committee members to consider being a member of the OED advisory council.

Due to time constraints, it was agreed that Professor Thomas would update the committee on the WFC Salary Equity Study at its October 17 meeting.

Hearing no further business, Professor Duranczyk adjourned the meeting.

Dawn Zugay
University Senate Office