

# **EQUITY, ACCESS & DIVERSITY**

## **MINUTES OF MEETING**

November 19, 2012

[In these minutes: MLK Jr. Community Service Pledge Drive updates; Follow-up discussion of Provost Hanson and Vice Provost Carney's presentation; Discussion of summary of faculty Diversity Listening Session with President Kaler and Provost Hanson; Women's Faculty Cabinet (WFC) Culture and Climate Survey results discussion.]

[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), Susan Cable-Morrison, Andra Fjone, Michael Goh, Kimberly Hewitt, Judith Katz, Tenzin Khando, Kris Lockhart, Geoff Maruyama, Charmaine Stewart, Ellyn Woo

**GUESTS:** Professor Richard Graff

**OTHERS:** Professor Walt Jacobs for Emily Lawrence

**REGRETS:** Katie Ballering, Neil Anderson, Jennifer Deane, Christopher O'Brien, Jeremy O'Hara, Dominique Tobbell

**ABSENT:** John Andrus, Tade Okediji, Mandi Stebbins, Janet Thomas

Professor Duranczyk welcomed those present and asked for introductions.

**Martin Luther King, Jr. Community Service Pledge Drive Update** - Professor Richard Graff

Professor Graff began by distributing a handout that included the resolution from EAD to the University Senate that was passed on May 3, 2012. Three years ago there was interest in exploring activities around the MLK, Jr. holiday by the committee and a subcommittee subsequently contacted Andrew Furco, associate vice president, Office of Public Engagement, to see if his office would be willing to sponsor a community service pledge drive.

Professor Graff attended the two planning meetings that occurred this semester in an effort to launch the pledge drive in January 2013.

- The first meeting was in September and focused on the feasibility and access to resources. The Community Fund Drive was raised as an example of an effort that involves all of the units of the University.

- The second meeting was on November 14, 2012. Part of the implementation of the pledge drive will include a joint President and Provost statement.

The launch is proposed for January 22, 2013 and a partnership is being established with HandsOn Twin Cities. They have a list of affiliate non-profits, many of which already have a relationship with the University. There are organizations that have a relationship with the University but are not registered with HandsOn, but those individual groups are reconciling this issue. HandsOn arranges volunteer opportunities for community service and have a statewide reach. The pledge drive is seen as a system-wide initiative. Individuals will be able to sign up for opportunities in person at Coffman Memorial Union and online.

The pledge and the volunteer matching will take place the week of the holiday and the opportunities will occur in subsequent weeks or months. The focus of the pledge is completing service hours throughout the entire semester. This will avoid the issue of overwhelming the agencies with too many volunteers in a short period of time.

- Ms. Katz expressed concern related to the timing of the roll-out and sign-up period. For example, for staff involved in student advising: What should advisors be communicating to students about the drive? The week before the start and the first week of a semester are especially busy and stressful on units like advising. The pledge drive might appear to some as an inconvenience without suitable guidance on how to communicate the details to students. Professor Graff responded that planners are mindful of this, and know that the first year should be considered a pilot, from which to learn and improve in such areas in following years. Ms. Lockhart agreed that in the future, the end of December might be a better time to begin promoting the pledge drive. This year will provide the basis for the process in following years.

Professor Graff turned the committee's attention to a mock up of the pledge drive website that he stated is similar to that of the Community Fund Drive. The content has not been decided, but they are considering adding topics that include: a history of the civil rights' movement, the significance of the holiday, and a brief biography of MLK Jr.

Promotion, communication, and making the process as simple as possible will be essential factors. The current effort in these areas include:

- The pledge drive was brought to the attention of the undergraduate program in public leadership in which students are required to do a group project on an issue of importance to the University. Several groups are identifying meaningful and effective ways to market the pledge drive to students. Professor Graff and Dr. Furco plan to attend the final presentations, but are not obligated to implement any of the plans.

- Communicate the pledge drive to all interested stakeholders including students of the Community Service-Learning Center who are required to have a service-learning experience.

Professor Graff stated that Dr. Furco reported that the President and Provost strongly support launching the pledge drive in January 2013. They have asked that, for this first year, the launch be jointly communicated and co-facilitated by OPE (Office for Public Engagement), EAD, and PEC (Public Engagement Council). As this is a pilot year for the initiative, the collective goal will be to establish a strong community service pledge drive that each year can be expanded and deepened. Throughout this year's launch and beyond, many offices and units throughout the University, including the offices of the President and the Provost, will be involved in various ways as appropriate.

- In response to a question, Professor Graff emphasized that HandsOn would provide the necessary information for volunteers if they need a background check and any other details. The goal is to assess the hours of service that are offered through the pledge drive and hopefully this number will grow each year.
- Ms. Fjone raised concern that competition does not seem in keeping with the spirit of the MLK Jr. legacy and holiday. Professor Graff explained that discussion in planning of the MLK Jr. Service Pledge Drive steered away from the Community Fund Drive model in this respect, but has considered various incentives to participation, including competitions among student groups. He stated that he does not see competition as a key part of the pledge drive and will communicate this concern at the next planning meeting.
- Associate Vice President Lockhart stated that OED would also like to be involved in the implementation of the pledge drive.

The analysis of results and disseminating data is to be completed by the end of June 2013. Professor Maruyama emphasized that is important to have an evaluation method in place now to ensure the information can be gathered.

Professor Duranczyk thanked Professor Graff for his presentation and expressed the continued appreciation and support of the committee.

### **Follow-Up Discussion of Provost Hanson and Vice Provost Carney's Presentation**

Professor Duranczyk began by raising the issue of the University's silence regarding the Supreme Court case *Fisher v. University of Texas*. She reiterated that the University did not take a position because it was not presumed that there would be unanimous support from the Board of Regents.

- Professor Duranczyk offered the committee the option to construct a letter to communicate that, in future cases; they see it important for the University to state a position on national issues of equity, access and diversity. Professor

Maruyama stated that this was a missed opportunity for the University to reaffirm the core principle of diversity. Professor Duranczyk reiterated that the letter would express that the committee would like the core principles of the University to be visible on such occasions.

- Associate Vice President Lockhart added that the University would have another opportunity to take a stand regarding recent legislation involving Affirmative Action. There are continued attempts to overturn or enact state statutes that either enable or bar the consideration of race in terms of education and employment.
- Professor Duranczyk concluded that she would construct a letter and send it to the committee for approval.

The discussion was then turned to the promotion and tenure portion of Provost Hanson and Vice Provost Carney's presentation.

- Members discussed the need for historical data to be examined. The current data is inconclusive because the cohorts have not completed their probationary periods.
- Ms. Katz added that she believes it would be valuable to examine the discrepancies among other job classifications like civil service and P & A.
- Ms. Fjone expressed interest in seeing a qualitative form of analysis.
- Members are interested in hearing the strategies or programs that are being put in place to prevent disparities from growing, encourage retention, and recruit those from underrepresented populations. Professor Duranczyk stated that she might invite Provost Hanson to a meeting in the Spring Semester to address this issue.

### **Discussion of the Summary of the Diversity Listening Session**

Members discussed the summary of the Faculty Diversity Listening Session with President Eric Kaler and Provost Karen Hanson, which was distributed by OED in November 2012.

- Ms. Susan Cable Morrison began by stating that the document is the result of very hard work, but she does not see many solutions to ongoing issues. She pointed out the section "Resources for and fostering connection among diverse faculty" in which the website Welcome to your Community: A Guide to Diversity Resources at the University of Minnesota and in the Twin Cities (<http://z.umn.edu/welcome> to your community) is listed as a way to assist new faculty with finding their unique and individual communities. She stated that this could be interpreted as negative by implying that faculty are not entering an inclusive community. Associate Vice President Lockhart stated that she had worked on the summary and finds the feedback very valuable. She stated that deans regularly speak to the difficulty of recruiting faculty of color because they are not able to communicate the depth of richness across the University. The guide was created as an attempt to

display the diversity of the University community to help recruit and welcome new faculty.

- Professor Duranczyk pointed out the statement: “In addition, the University has a continuous pathway for postdocs in non-medical, non-science fields.” She questioned whether or not this program exists for all colleges. She would like to know if there are programs that exist to support medical and science fields. Associate Vice President Lockhart responded that she had verified the statement but she will investigate into available programs for all colleges.
- Associate Vice President Lockhart emphasized that each section highlights some of the progress being made, but still acknowledges that there is more to be done when looking at recruiting, retention, promotion, and climate for faculty, staff, and students across the institution.
- In regard to the graph of departments demonstrating success in admitting racially diverse graduate students, Professor Duranczyk stated that she would like to see data from all the departments, not just those that are succeeding. Associate Vice President Lockhart stated that the decision was made to provide a resource of the successful departments for others to contact. The intent was not to mislead readers, but to provide a direction for those departments that need to improve.

With respect for time, Professor Duranczyk moved on to the last agenda item.

### **Culture and Climate Survey Results - Professor Stewart**

Professor Stewart distributed the results of the survey, conducted by the Women’s Faculty Cabinet (WFC) and OED, to the members. Quantitative data was collected through a survey and qualitative data was collected at a follow-up retreat. The goal was to assess the experiences of women faculty and to compare the experiences of women faculty of color to that of women faculty in general. A total of 304 women faculty members completed the survey and approximately 10 women faculty members of color attended the retreat.

- The survey format was based on a survey conducted at the University of Michigan.
- The survey was sent to all women faculty across the Twin Cities, not including the AHC.

Professor Stewart isolated points shown in the data:

- Overall, the women faculty of color:
  - Were less likely to feel their departments were friendly and supportive.
  - Felt pressured to change their research paths.
  - Did not feel comfortable raising issues because of promotion and tenure concerns.
  - Felt the presence of unwritten rules that they were not aware of.

- In regard to mentoring, women faculty were not satisfied with the mentoring they received. Professor Stewart, Associate Vice President Lockhart, and Associate Vice Provost Mendoza met regarding the results and feel OED can address the issue of mentoring. They also discussed the possibility of developing a mandate for deans and administrators to follow to assess the development of and focus on diversity.

The qualitative survey was followed-up with a quantitative retreat, in which other issues surfaced. Judge Pamela Alexander, serving as an independent mediator, led the retreat and an independent scribe recorded the meeting. The feedback was anecdotal and from approximately 10 faculty members. All women faculty of color were invited to attend.

After reviewing the data in total, it is apparent that the University climate needs to be addressed universally. Professor Stewart asked the WFC for recommendations and a small work group is being formed, consisting of deans and former deans. She stated that as an institution, it is important for members to feel welcomed.

The data was analyzed by an outside organization. The results will be posted on the WFC website and sent to the staff. She emphasized the importance of the results being made public and taking subsequent action.

Professor Duranczyk suggested the results be the main focus of the February EAD meeting.

Hearing no further business, Professor Duranczyk adjourned the meeting.

Jeannine Rich  
University Senate Office