

EQUITY, ACCESS & DIVERSITY

MINUTES OF MEETING

September 8, 2014

[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.]

[In these minutes: Charge review; OED overview; Retention data discussion; FCC Retreat Panel Discussion summary.]

PRESENT: Geoff Maruyama (co-chair), Deena Wassenberg (co-chair), Shakeer Abdullah, Yi-Ping Chang, Irene Duranczyk, Rebecca Dean, Andra Fjone, Priscilla Flynn, Michael Goh, Richard Graff, Kimberly Hewitt, Naty Lopez, Jeremy O'Hara, Teddie Potter, Susan Seltz, Ellyn Woo

REGRETS: Judith Katz, Christopher O'Brien

ABSENT: None

1. WELCOME AND INTRODUCTIONS

Professors Maruyama and Wassenberg, co-chairs, convened the meeting and asked for introductions.

2. COMMITTEE CHARGE REVIEW

Professor Wassenberg read the charge to members and Professor Maruyama commented that the Strategic Plan would be a focus this year, as it will impact the University system and diversity initiatives.

3. OED OVERVIEW

Assistant Vice President Abdullah provided an overview of the Office for Equity and Diversity. He provided a PowerPoint that outlined:

- UMN Office for Equity and Diversity Overview
- OED Retention Data by College
- OED Unit Retention Efforts
- Partnerships
- Questions to Consider, Group Discussion, and Feedback

The following points were discussed:

- Multicultural Civic Engagement Program (MCEP) is a part of the Multicultural Center for Academic Excellence (MCAE). The goal of this program is to engage students on campus and in the community. The program includes

approximately 30 students. It is being discussed as to how this initiative can be coordinated with the Office for Public Engagement.

- Members emphasized the importance of including transfer students in events, for example, the Multicultural Kickoff.
- Members reviewed the following MCAE data:

Semester	All Degree Seeking Undergraduates (TC Campus)	All Degree Seeking SOC Undergraduates	All Degree Seeking MCAE Undergraduates	All Degree Seeking Non MCAE SOC Undergraduates
Fall 2013	3,176	2,999	3,035	3,004
N	29,924	5,631	842*	5,001
Spring 2014	3,190	3,007	3,078	3,010
N	28,078	5,272	1,107*	4,445

- MCAE serves all non-white students. The data includes all non-white students, but all students are invited to participate in programs and use facilities. First generation and low-income students are not included in the data.

4. RETENTION DATA DISCUSSION

Professor Wassenberg provided student of color Retention/Graduation Rate data that she obtained from OED and the members discussed it.

Professor Maruyama suggested that further data be requested to have a greater understanding. Members then discussed the data request:

- Could the data show students that earned a degree in the department they entered, or another college, or a different campus?
- 4, 5, and 6 year graduate rates
- Data that tracks entering classes longitudinally
- For the College of Science and Engineering specifically:
 - Data presented without including Asian students because they are not underrepresented in CSE
 - CSE does not have students from the President’s Emerging Scholars program, which would also affect the data.
- Data for each college to disaggregate Asian American students.

Members agreed that needs couldn’t be met if the problem is not identified. Issues that might exist in certain colleges could be due to climate, but accurate data can help identify these issues.

5. FCC RETREAT PANEL SUMMARY

Michael Goh, associate vice provost, Office for Equity and Diversity, informed members of the discussion that took place at the Faculty Consultative Committee 2014 Retreat. The discussion took place on Tuesday, August 26, and included:

- Provost Hanson
- Vice President for Equity and Diversity Katrice Albert
- Associate Vice Provost for Equity and Diversity Michael Goh
- Women's Faculty Cabinet Co-President Christy Haynes
- Associate Vice Provost for Enrollment Management Rachelle Hernandez
- Director of Diversity Programs (CFANS) Karl Lorenz

The group addressed the following questions:

- What are the most important opportunities and challenges that the University of Minnesota has in relation to diversity and equity?
- How do we assess our current efforts and how are we doing based on those assessments?
- What steps can we take to speed our progress in meeting our goals?

Dr. Goh noted that FCC members displayed a strong commitment to diversity and some raised concerns about gender diversity. He explained that there has been a focus on faculty and students of color, but there was a mention of expanding services for gender diversity in male dominated fields.

He directed members' attention to the handbook: Best Practices in Recruiting and Retaining Under-Represented U.S. Minority Faculty at the University of Minnesota.

Panelists discussed how diversifying curriculum could increase the sense of belonging for students of color. Climate and a lack of a sense of belonging are often expressed in surveys as issues that students of color face.

Presidential leadership is important as well as administrators, and it was agreed that current deans have expressed a commitment to increasing diversity. Assistant Vice Provost Scott, OED, is helping colleges to design ways to measure diversity. In this effort, diversity of search committees and reducing bias is being emphasized.

Bridge funding for faculty of color has garnered success in retaining faculty of color.

Research shows that mentoring helps to retain faculty of color. Members agreed that they would like to know about other retention efforts and if there are methods that peer institutions have successfully implemented.

Hearing no further business, Professors Maruyama and Wassenberg adjourned the meeting.

Jeannine Rich
University Senate Office