

EQUITY, ACCESS & DIVERSITY  
MINUTES OF MEETING  
November 15, 2010  
Morrill Hall Room 238A

[In these minutes: diversity issues and the restructured graduate school; MLK Day resolution; committee business]

[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), Linda Bearinger, Richard Graff, Lauren Beach, Patrick Troup, Michael Goh, Yu Fu, MJ Gilbert, Aaron Pierson, Janet Thomas, Peg Lonnquist, Michelle Page

REGRETS: Susan Cable Morrison, Brad Folta, Gregory Sawyer

ABSENT: Aisha El-Huni, Natalia Tretyakova, Anne Phibbs, Kimberly Boyd

GUESTS: Professor Louis Mendoza, Associate Vice Provost, Office of Equity and Diversity; Patricia Jones-Whyte, Director of the Office of Diversity in Graduate Education

Professor Irene Duranczyk called the meeting to order and welcomed those present. She asked the committee members to introduce themselves, and then introduced Professor Louis Mendoza Associate Vice Provost, Office of Equity and Diversity (OED) and Patricia Jones-Whyte, Director of the Office of Diversity in Graduate Education (ODGE).

**Diversity Issues and the Restructured Graduate School**

Professor Mendoza began by discussing a memo from himself to Tom Sullivan Senior Vice President for Academic Affairs and Provost Robert Jones, Senior Vice President for System Academic Administration. The memo discusses the distribution of responsibilities for diversity in graduate education, and was in response to the *Reviewing Graduate and Professional Education at the University of Minnesota* report. Professor Mendoza stated there has been concern since the outset about what would happen to the integrated model of dealing with diversity in graduate education. OED, therefore, stepped up to protect the work done by the ODGE, and ODGE was re-incorporated into OED. ODGE's position within OED allows it to be a proactive advocate in areas such as recruitment and collecting metrics. Professor Mendoza went on to state that the intent of the memo is to bring the graduate school to the table to talk about diversity issues with OED; however, this has not yet happened. So, the memo is a statement from OED's perspective about:

- The role of ODGE in advancing diversity,
- The impact of restructuring on ODGE's budget and personnel,
- Recommended action to be taken by Central Administration,
- Recommended actions to be taken by the Graduate School,
- Recommended action to be taken by Collegiate Units,
- Recommended collaborative relationship between the Graduate School and the ODGE, and
- Recommended procedural change.

With regard to the impact of restructuring in ODGE's budget and personnel, Professor Mendoza stated Pat Whyte has been promoted from interim director to full time director. ODGE would be working with the professional schools to support their efforts to diversify their student bodies.

Professor Mendoza stated the work of the central administration is to articulate its commitment to diversity as a core value of the University because funding flows from that. In 2004, the Provost made a commitment to build up the funds available for DOVE funding to \$1,000,000. The fund has grown from \$300,000 to \$900,000. It is a great recruitment mechanism and helps set aside slots for diverse students.

The memo further recommended that the Graduate School continue to have day-to-day collaboration with OED and that diversity remain an integral part of their mission. This work is about insuring that diverse students are recruited, retained, and graduate at the same level as other students.

As the work devolves to the collegiate levels, ODGE must also think about methods for communicating with the individual collegiate units many of whom are still developing an infrastructure. ODGE will be hosting workshops with Directors of Graduate Studies to help them understand how ODGE can assist them in finding a pool of candidates each year.

A collaborative relationship between the Graduate School and the ODGE is also recommended. To this end, ODGE will continue to be represented on the Graduate Admissions Team. ODGE will continue to represent graduate and professional programs of the University at various venues and as part of outreach programs that bring prospective students to the University of Minnesota. And, ODGE will continue to serve as a resource for units within the Graduate School.

The memorandum also recommends that ODGE discontinue its role in the review of out-of-state tuition waivers because it no longer functions primarily as a recruitment mechanism for students from previously underrepresented groups. Over time, the review and approval process for this program has migrated to the colleges. So, every college can use this as a recruitment strategy and it is not limited to diverse candidates.

Professor Mendoza concluded that the information in the memo sets out what must happen to insure that ODGE enhances the commitment to diverse students at the Graduate and Professional Schools. He provided the committee with a list of the members of the office and their job duties.

Professor Linda Bearinger noted that federal training grants require articulation of a diversity plan, and she asked what support ODGE could provide faculty who are writing these grants. Ms. Whyte responded that one of the functions of her office is to assist Principle Investigator's (PI) in demonstrating that they have met the diversity goals they set out in their grants, and there is information on the ODGE website for this purpose. She noted, however, if PIs utilizes ODGE's information they must now work with ODGE to meet the targets they set in their grants.

Professor Mendoza noted that there are different approaches to advancing diversity and ODGE's goal is to work college-by-college to encourage the colleges to set their own goals rather than ODGE imposing its goals on them.

Michael Goh expressed concern about the term "encourage colleges" because he is not optimistic that all colleges will have a consistent commitment to diversity. Professor Mendoza responded that faculty attitudes and the culture of the university are the hardest things to change with respect to diversity. He noted there must be a balance between providing strong leadership and shared governance.

Professor Duranczyk also expressed concern that ODGE is no longer part of the administrative system and is more advisory. Professor Mendoza disagreed stating he sees ODGE's separation from the graduate school as an opportunity to be proactive and do direct outreach without having to communicate through the graduate school. He also noted that ODGE's funding was not been diminished in the transition.

Lauren Beach asked if it was up to the individual colleges to establish their own diversity plans. Professor Mendoza responded that very few colleges have diversity plans and it is important to engage the colleges, and have one-on-one conversations with each unit in order to influence them to act on diversity.

Peg Lonquist asked what EAD could do to lead. Professor Duranczyk responded that is the conversation she would like to have, but she is concerned about ODGE's limited staff, the increased number of departments they must work with, and the limited role of ODGE in the graduate vision set out in the *Final Recommendations on Graduate Education* report. Professor Mendoza asked what power EAD has? Professor Duranczyk responded that they are able to draft resolutions that are brought to the University Senate and are supported by the staff and faculty. Professor Mendoza stated that a resolution that each of the graduate professional programs set clear goals around diversity could be helpful if it increased the communication between the colleges and ODGE, but he questioned what the follow

up would be. Ms. Lonnquist suggested that if a resolution is drafted it could contain some accountability measures.

Ms. Whyte stated that in the meantime, ODGE would use influence and goodwill, but that it would be helpful to know what the colleges are trying to accomplish so that ODGE can assist them in meeting their needs. She stated ODGE has access to two national databases listing 7000 students from underrepresented groups who are interested in going to graduate school. But, without communication from the colleges there has been no way to knowing if these students have been contacted.

Professor Bearinger stated that the diversity of the University's post docs is key to the diversity of the faculty. She expressed concern that there are no longer resources on the ODGE website to support a diversity plan in a training grant that includes post docs. Ms. Whyte stated information on how the University was supporting post docs was available until the graduate school was restructured in February 2009. After that, ODGE was moved to OED and the post docs were moved under the Vice President of Research. Ms. Whyte recognized that the information Professor Bearinger is seeking regarding post docs is currently missing and advised her to speak with Frances Lawrenz, Associate Vice President for Research. Professor Duranczyk noted that there are efforts to have more diversity among post docs and to use this as a strategy to recruit more faculty of color. Professor Mendoza confirmed that there is such an effort in place, and it is linked to the Faculty of Color Bridge Program. He stated it was used successfully this year with the College of Liberal Arts. But, unfortunately there is only sufficient funding for two positions per year.

Professor Bearinger noted that many of the graduate school activities should be extended to the post docs. Ms. Whyte stated that there would not be as many academic and professional development activities going forward because the restructuring moved certain functions. The academic and professional activities for graduate students at large were moved to the colleges, and for post docs they were moved to the Vice President of Research.

Next, Ms. Whyte provided the committee with a brochure of workshops available through the Community of Scholars Program (COSP), and discussed the writing program available to all graduate students that grew out a program developed by the COSP. She also discussed the services available through the ODGE office. She, noted the website has the recruitment schedule and that ODGE represents the University graduate programs. ODGE also coordinates recruiting with other colleges such as the Biomedical group and the Hubert H. Humphrey Institute.

Professor Mendoza stated another issue that has arisen since the restructuring is that the DOVE funding is greater than the number of students being admitted. This is due to a drop in the overall admission numbers. Therefore, unspent DOVE funds are being used to support students at the finishing end of their programs. ODGE is

also working with the coordinate campuses to establish dissertation teaching fellowships.

Professor Goh noted that graduate fellowships were previously able to offer multi year funding, but this is no longer occurring. Consequently, the University is losing students to other Universities who can offer “full rides.” Professor Mendoza responded that ODGE cannot offer full rides but it is trying to use DOVE grants strategically to establish diversity fellowships and to support students and build their profile. Ms. Whyte noted that one of the conditions of the DOVE is that the program commit to funding students for subsequent years. But, she stated that in the past the graduate programs did a poor job of informing students of this multi-year commitment. Professor Beringer noted that there should be a method for tracking the training grants, and this would be a valuable selling point for the University. Professor Mendoza suggested asking the Graduate School to answer some of the questions that remain for the committee.

### **MLK Day Resolution**

Next, the committee discussed the draft MLK Day Events Resolution prepared by Lauren Beach and Professor Richard Graff.

#### **EAD RESOLUTION in Support of Enhanced Programming and Communication of University of Minnesota MLK Day Celebrations**

WHEREAS the University of Minnesota’s mission, vision, values, and strategies all strongly support the creation, support, and recognition of diversity in community across the University of Minnesota system; and

WHEREAS the University of Minnesota’s land grant mission and vision emphasize the importance of public engagement; and

WHEREAS Martin Luther King, Jr. Day is the only holiday on the University’s academic calendar that exclusively and publicly celebrates diversity and inclusion; and

WHEREAS public celebration and recognition of diversity-themed events, programming, and holidays by the University enhances the development of a campus climate that rewards and encourages a commitment to diversity;

BE IT RESOLVED that EAD recommends:

- A. The University of Minnesota should create a centralized MLK website with an MLK Event Calendar where all members of the University community, whether student organizations, staff and employee organizations, academic units, departments, institutes, colleges, or other divisions could post their MLK-related events and programming.
- B. The University of Minnesota should seek to create strategic partnerships with potential non-University of Minnesota affiliated organizations in local and state government; community non-profits and organizations; and other Minnesota Colleges and Universities to hold collaborative MLK-day events and programming that encourage members of the University community to engage in service and outreach that benefits Minnesota.
- C. The University should ensure that all completely or partially University-sponsored MLK events are well advertised within and beyond the campus community.
- D. The University of Minnesota should create a Day of Community Service, i.e. “A Day On, Not a Day Off,” modeled after other Big Ten Universities’ MLK Day of Community Service.

Professor Graff provided background about the MLK Day Events Report (report) and the EAD Committee's October meeting with Associate Vice President Kris Lockhart. He noted the resolution is in draft form and asked the committee for feedback on it. He also noted that the resolution does not specifically mention OED or the details of the report. The recommendations in the resolution follow the four recommendations at the end of the report. Professor Duranczyk asked if the choice not to refer to the report was because of a concern that it might interfere with the resolution. Professor Graff explained that the intent of the report was to bring attention to the lack of MLK Day events at the University of Minnesota, but the peer institution comparison information in the report might be perceived as indicting the work of OED. So, this was left out of the resolution with the intent to build the understanding that EAD and OED have a shared vision for promoting diversity. Ms. Beach added that Associate Vice President Lockhart criticized as exclusionary the report's recommendation to focus on MLK Day. She stated further that she was unsure how to communicate in the resolution that other Big Ten Universities do not share the belief that focusing on MLK Day would be exclusionary, and that the programming and ideology transcend the individual. She stated that supporting this type of engagement and service would be a way to further celebrate diversity and address campus climate.

Ms. Lonquist stated the resolution could be strengthened by including information Ms. Beach previously mentioned about prospective graduate students looking to institutions' MLK Day events as an indicator of diversity at the institution. Ms. Beach stated she would find citations for this information, and incorporate them in the resolution. Ms. Lonquist also noted that it might be useful under "A" to include community events.

Professor Bearinger asked if there was any information about Big Ten experiences in getting faculty, staff, and students involved in activities on University holidays. Ms. Beach stated that at Michigan State the MLK holiday was treated as a "day on" rather than a day off, and it would only remain a holiday if there were active community engagement. Additionally, information about the holiday was communicated by key such as the University President and Board of Regents. She concluded that central communication and affirmation of the type of programming as set out in the resolution would be helpful in promoting staff, faculty, and student involvement in a "day on." Professor Duranczyk confirmed that all of the Universities in Michigan participated in the concept of a "day on" and there were so many events happening that it was enjoyable to spend your day off participating in MLK Day events. Professor Bearinger expressed skepticism about instilling a new norm of engaging people on the day off, particularly when the day comes at the end of winter break.

MJ. Gilbert expressed concern that even if the resolution was adopted by the Senate, it would not be implemented. She asked if the resolution could encourage follow up.

Professor Graff indicated he had a similar concerns and it would be helpful to have an administrative partner such as OED committed to implementing the recommendations.

Professor Duranczyk asked for comment from Professor Mendoza on behalf of OED. Professor Mendoza noted that on its face the resolution does not obligate OED. He went on to state that OED does not want to have a reductive approach to celebrating diversity and social justice. It does not want to use an analytical lens that says, “everyone else does this, so this is what works, and should be used to measure our programming around social justice issues.” Professor Mendoza stated that many of the ideas in the resolution are good ones and OED has been working toward revamping its website to insure it is a portal for diversity issues. He stated OED could commit to doing “A” creating a centralized MLK website and “C” ensuring that all University-sponsored MLK events are well advertised within and beyond the campus community. He stated OED would also be willing to help create strategic partnerships and advance the idea of community of service, but OED cannot be the prime movers of recommendations in the resolution. He suggested the committee could add language such as, “The faculty senate will initiate discussions with OED to help realize the goals in the resolution.” He stated further that OED will help initiate the conversation and think of ways to provide support to realize the goals set out in the resolution. Other groups such as Career and Community Service, Community Engagement, Social Work and the Peace and Justice major could also share in the responsibility of implementing the goals in the resolution. He also remarked that while the idea of a day of community service is a good one, the question is when that day should occur. He noted, given the culture of the University, it would be difficult to have it occur on MLK Day. Several committee members suggested making the community service day go beyond one day. Professor Duranczyk indicated the resolution would be revised and brought to the committee for a vote. She also suggested bringing the resolution to the Social Concerns Committee and Disabilities Committee for support.

### **Old/New Business**

#### Old Business: Work with Social Concerns Committee

Professor Duranczyk informed the committee that the Retirement Subcommittee sent a letter to the Vice President of Securian expressing the concern of many member of the University about Securian’s contribution to a political action committee. She further informed the committee that the Social Concerns Committee had decided to take no additional action on the issue.

#### Old Business: Work on Graduate Students Who are Funded Internally and Externally

Professor Duranczyk stated she would bring information to the committee on the inequitable loss of funds and/or benefits that occurs when graduate students move from internal funding to external funding due to the receipt of a fellowship.

#### Old Business: Women’s Faculty Cabinet Pay Equity Study

Ms. Lonquist reported that the Women's Faculty Cabinet members met with Carol Carrier and the Office of Human Resources is putting out an RFP to hire an outside consultant to review the salary equity study. The consultant will be hired in November and the report is due in April.

Hearing no further business, Professor Duranczyk adjourned the meeting.

Dawn Zugay  
University Senate Office