

EQUITY, ACCESS & DIVERSITY
MINUTES OF MEETING
SEPTEMBER 23, 2002

[In these minutes: Welcome & Introductions, Overview of Committee Charge, Committee Vacancies, EAD Spring Schedule Discussion, University Women of Color Council Invitation, 'Keeping Our Faculties: Addressing the Recruitment and Retention of Faculty of Color' Update, 2002-2003 Agenda Setting & Meeting Formatting Discussion, 'Bridging Many Cultures' Announcement]

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

PRESENT: Mary Lay, Chair, Beverly Balos, Rose Blixt, Don Cavalier, Sallye McKee, Eric Burgess, Carol Chomsky, Margaret Moss, Jeffrey Roberts, Vanessa Bailey

REGRETS: Julie Sweitzer

ABSENT: Shezwae Fleming, Stacey Aronson, Srilata Zaheer, Jacquelyn Zita

OTHER(S): H. Jeanie Taylor, Kris Lockhart, Joas Petithomme

I). Professor Lay called the meeting to order and asked those present to introduce themselves.

II). Miscellaneous Committee Business:

- Professor Lay clarified the mission of EAD as one of examining and creating policy rather than actual programming. Within the jurisdiction of the Committee, however, would be the ability to review and suggest programming in order to be instrumental in setting a general University policy to support equity, access and diversity.
- Currently there are 6 student vacancies on the Committee. Renee Dempsey, Senate staff, explained the application process to members who agreed to try and recruit students to fill these openings.
- Professor Lay charged Renee Dempsey, Senate staff, with polling members to determine a spring meeting schedule. Members from the Crookston campus indicated that Monday meetings would be least desirable from their perspective due to commuting factors.

III). Old Business: Members agreed to follow-up on an invitation extended last spring to the University Women of Color Council, a program within the Office of University Women, to attend the October 28, 2002 EAD meeting. H. Jeanie Taylor, Director of the Office for University Women, will check on the availability of a representative to address

the Committee and will confirm with Renee Dempsey. Ms. Taylor assured members that every attempt would be made to have a representative(s) from the University Women of Color Council attend the October meeting but that she could not guarantee that there would be representatives from the Office of University Women.

‘Keeping Our Faculties: Addressing the Recruitment and Retention of Faculty of Color’ conference update: This symposium which was held at the Radisson Hotel Metrodome April 21 – 23, 2002 addressed the recruitment and retention of faculty of color in higher education. Professor Chomsky provided members with a brief synopsis and mentioned that a summary report of the conference is being compiled. Renee Dempsey was charged with contacting General College Dean, David Taylor, one of the conference organizers, to follow-up on whether the summary report has been completed and how to obtain copies. Since this meeting a conference summary has been assembled and can be found at the following URL: <http://omaweb.stu.umn.edu/kof/>

IV). Members discussed possible agenda items for 2002 – 2003. The list includes:

1. Invite administrators as well as representatives from the Office of Multicultural and Academic Affairs (OMAA) Resource Centers to attend EAD meetings to become familiar with the Committee’s work and mission and to share their perspectives with the committee.
2. Follow-up on results of the current Council for Liberal Education’s (CLE’s) review of undergraduate courses with a liberal education/cultural diversity theme. How many courses were renewed? What programs does the University have in place to assist faculty in developing courses with cultural diversity content that desire to receive CLE approval? Professor Lay volunteered to contact the Center for Teaching and Learning Services to determine what they offer in terms of curriculum development, etc. Besides identifying potential problems in the system a member suggested receiving a basic report from CLE so members can better understand the entire review process. Additionally, Professor Lay will attempt to gather additional information on the CLE review process and share that information with the Committee.
3. Investigate the possibility of the University of Minnesota offering a multi-cultural minor or certificate program. The Committee was unfamiliar with what would be involved in creating a minor, but agreed it was an interesting idea. As a starting point, Professor Lay volunteered to contact:
 - a. Dr. Robert Jones, Vice President & Executive Vice Provost for Faculty and Academic Programs
 - b. Senate Committee on Educational Policy (SCEP), and
 - c. The College of Education regarding its relatively new ‘Leadership Minor’

in order to collect information on what is involved with such an undertaking and bring her findings back to the Committee for further discussion. Any assistance that OMAA Vice Provost Sallye McKee could offer was requested.

4. Invite Vice Provost for Undergraduate Education Craig Swan and Linda Ellinger, Assistant Vice Provost for Undergraduate Education, to a spring 2003 EAD meeting for an update on the 13-credit minimum policy.
5. Follow-up on the men and women's athletics merger. A suggestion was made that a letter be written now to notify key players involved in the merger that the Committee found this issue to be of concern last year and will be following up on it this year.
6. Increase EAD's profile at the University by dealing proactively with 'percolating' issues. Use the press as a means to raise awareness concerning issues being faced and addressed by EAD. An example of Anti-Arab and Anti-Semitic feelings on the Twin Cities campus was cited during the discussion.
7. Carry forward the work of the Equal Employment Opportunity for Women Committee (EEOWC) as outlined in the Committee's charge. To ensure these efforts are continued, the charge also stipulates that EAD will be reviewed in 2002 – 2003. Professor Lay agreed to contact FCC Chair Dan Feeney to find out more about the review and what can be expected.
8. Invite Vice President of Human Resources Carol Carrier to discuss how senior administrators are being evaluated and to what extent diversity plays a part in that review process. What kind of information is being collected during the review and how seriously is the administration paying attention to the results it collects?

A discussion ensued as members attempted to prioritize which items they would like to broach first and how meetings should be formatted to accomplish as much as possible in a limited amount of time. The Committee concluded:

- Before setting their 2002 – 2003 work plan, members agreed they needed to receive information from the items discussed above as well as the most recent copy of the "Annual Faculty and Staff Diversity Report".
- A good starting point would be to hear from programs such as University Women of Color Council. This approach gives members first-hand information on real issues being faced by the University community and hopefully will assist them in setting future agendas.
- Limiting the amount of time presenters will be given to address the Committee. Members agreed, on average, to allot presenters 20 minutes plus an additional 10 minutes for questions and answers. The rationale behind this is to allow the Committee time to discuss what it has heard and determine if a course of action needs to be taken or not.

- Assign members to monitor specific issues relevant to EAD and report back to the Committee their findings. Delegation of such tasks will serve to allow the group to operate more efficiently and effectively.

Professor Lay agreed to merge overlapping agenda items from the list above and ask members to volunteer for sub-groups to work on specific issues.

As EAD chair, Professor Lay agreed to identify and monitor Senate committees and subcommittees whose business may overlap or influence topics that EAD should be working on. In addition, Professor Lay agreed to monitor FCC minutes for important issues relevant to EAD and bring that information back to the Committee when appropriate.

IV). OMAA Vice Provost Sallye McKee distributed a promotional piece, 'Bridging Many Cultures' to the Committee. This event, to be held on September 25, 2002 from 12:00 – 2:00, will celebrate multiculturalism at the University and make participants aware of the resources that OMAA has to offer.

V). With no further business, Professor Lay adjourned the meeting.

Renee Dempsey
University Senate