

EAD Meeting Minutes

Monday, April 19, 2010

2:30 ~ 4:00 p.m.

Morrill Hall, room 300

[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 ~ The decentralization of the Graduate School and diversity]

Present: Irene Duranczyk (chair), John Borrows, Elizabeth Davis, Katie Ballering, Michael Goh, Patrick Troup, Vicente Garces, John Mason, Shannon McGoffin, Kimberly Boyd, Anne Phibbs, Richard Graff, Raul Marrero-Fente, Michelle Page, Lauren Beach, Aisha El-Huni

Regrets: Peg Lonquist, M.J. Gilbert, Jeanette Jungbauer, Keith Horvath

Guest: Patricia Whyte, departmental director, Graduate School Diversity Office

Chair Duranczyk called the meeting to order at 2:38 p.m. She congratulated Katie Ballering on her impending PhD and thanked her for her many years of service to the Equity, Access, and Diversity Committee. She will be missed.

Chair Duranczyk then introduced Patricia Whyte, departmental director, Graduate School Diversity Office. Duranczyk explained to Ms. Whyte that the committee is concerned about the restructuring of the Graduate School and what that will mean for issues of diversity and in particular, the essay on diversity that was required with graduate applications. She said that members want to see that remain as an important piece of the application. Ms. Whyte said how pleased she was to attend today's meeting because she stated that the EAD Committee is the only committee at the University that has asked about the decentralization of the Graduate School and what that will mean for campus diversity. Whyte said that the decisions made for the decentralization has been distressing because of the lack of consultation with people working at the Graduate School who were not invited to join conversations about decisions being made.

Ms. Whyte said that she reports to Louis Mendoza in the Office of Equity and Diversity (OED). She stated that changes are coming to that Office with the departure of the Vice President and Vice Provost, Rusty Barcelo, in May. She said that she is not sure what will happen to Barcelo's position once it is vacant but speculates that there may not be a permanent decision made about it until after the change over of the University Presidency. She added that the changes in the unit would not change their desire to be represented on the Graduate School admissions team. She informed members that changes to some of the questions on the Graduate School application occurred because they needed more identifying information about the people and groups who were applying to the Graduate School. With that information, they are able to ensure they are serving the needs of their population to the best of their ability.

Whyte informed members that it is the programs at the Graduate School, not administration that makes application and programmatic decisions. She said she wants Equity and Diversity to be at

the table with admissions to reach students with disabilities or minorities, etc. She noted that if Equity and Diversity is not highlighted as an integral part of the Graduate School, prospective students would not know that they exist and may choose another university. She would like focus on the facilitation of attracting students nationally to Minnesota. OED does have access to a database of prospective students that might help facilitate that goal. Whyte said they would really like to get minority students at the University in the sciences programs. She noted that local businesses such as 3M, General Mills and Medtronic are helping to support the University through various funding opportunities for underrepresented students. Such opportunities should also be a draw to the University for prospective students. She said it is important to maintain data on diversity at the University and work with colleges to establish benchmarks on University enrollment and retention.

Ms. Whyte told members that OED has \$15,000 set aside per year to fund outreach efforts but she does not know how that work will look after the restructuring. She stated that OED has set a goal to find remedies for barriers to underrepresented student populations. She said resources available to underrepresented students such as workshops, travel grants and the Summer Institute try to support students who are interested and have allowed more students to participate in extracurricular, collegiate projects and activities. Whyte pointed out that Biological Sciences has been great about collaborating with OED and representing programs, sharing the cost of program information fairs, attending the recruiting table when OED cannot. She said it is good to have an expert and recruit specialist when talking to potential students. Whyte continued, saying the Dove Fellowship started out of the OED for underrepresented groups. Funding for Dove comes from a central allocation that gets divided among various programs. She stated that the \$900,000 budget does not go far but this year they funded 24 students. There is still a need to provide for non-traditional students but students need to show their competence and desire to succeed. She said that OED at the Graduate School division would be administered at the collegiate level except for the interdisciplinary studies at the graduate level. Ms. Beach asked if potential grant money has been lost due to lack of attention to diversity issues. Ms. Whyte responded that there was at least two grants she knows of that were dropped and not renewed but she is not sure what the reason was behind the cancellation.

Chair Duranczyk said that the committee does want to be supportive of OED and their efforts but she is not sure what they can do to help right now. She said the committee would like to be able to weigh in on decisions being made and that they will follow the progress of the restructuring and review this topic again next year. She added that the Disabilities Issues Committee is also eager to support their efforts toward inclusion at the Graduate School. Ms. Whyte agreed that there was not much the committee could do at this time outside of being supportive. She said she would like to see an updated report on the restructuring that includes equity and diversity as the most recent report has no mention of those properties.

University Budget

Chair Duranczyk referred to a salary-reduction resolution that was emailed to the committee and was modeled on the Faculty For the Renewal of Public Education's resolution presented at the April Senate meeting. She said she would entertain a motion for an EAD Committee resolution encouraging a more graduated method, socially equitable way of making pay cuts. . She added

that there could be more budget cuts in the future following the upcoming temporary pay cut and mandatory furlough given the state of the economy so the issue is still relevant.

Duranczyk said she attended (internet access) the April Senate meeting and that a significant number of faculty and staff are in support of a sliding fee scale where pay cuts are concerned. She said that the budget decisions being made did not seem equitable and those at the lower end of the pay scale will be hurt the most. Chair Duranczyk would like the EAD committee to forward a motion in support of more equity within University budget cuts before Spring 2011. Professor Davis said she is concerned about the fact that there is so much inequality within the decisions being made that the committee is only looking at a small piece of it. She stated that there are so many variables about the budget and how it is being handled that the enormity makes it difficult to have a voice. She said she is apprehensive to vote on a narrow resolution without considering other aspects of the budget first. Ms. Ballering said she sees things the University spends money on such as free Recreation Center memberships to employees that does not seem like the best use of funds in a time of furloughs and pay cuts. She thinks the committee should look at budget items, in particular benefits, for unnecessary expenditures to add to their movement with suggested areas of budget cuts other than pay cuts. Duranczyk agreed that would be a good area to investigate. Davis thinks they should move forward as they learn more about the situation and decisions being made. Ballering stated that perhaps asking for more transparency in the decision-making would be a good resolution. Duranczyk suggested putting together a more general resolution to include budget language and send a letter to the editor of the Minnesota Daily as well. She thinks that could give the committee and issues at hand more visibility.

Martin Luther King Day Events

The committee discussed the point and purpose of the Martin Luther King Day (MLK) activities report and it was said that if they are looking to increase them, they should be working with those who are partners in the University community. Members debated publishing the subcommittee report within the community without the consultation of associated departments such as OED. Chair Duranczyk suggested publishing it with recommendations for follow-up and opening up the topic for others to partner so the community can see where the University is deficient. Beach thinks no matter what text goes around it, to publish without consultation may alienate possible partners. She thinks it would be best to discuss the report with OED first and release the report in the fall. Mr. Troup said that he would submit the report to Kris Lockhart, associate vice president, OED. Ms. Beach said that there are other departments that could be doing this type of event programming as well but OED seems the most obvious to start with. Mr. Garces suggested searching out other partner potentials and Duranczyk responded, saying that is one hopeful outcome of publishing the report. Members agreed they would submit the report to Kris Lockhart, Louis Mendoza and Patricia Whyte. Professor Davis noted that the submission prior to publication would give their department an opportunity to comment on it before it is published. Ms. Ballering mentioned a current study at the Medical School on the impact the Medical School has on diversity bias. She said she thinks the study could be the basis for an informative seminar and promoted among the diversity events adding that it would not cost anything to produce.

Next Year's Agenda:

- *The Graduate School restructuring
- *Martin Luther King Day events
- *Pursuit of equity within the University's budget cuts

Old Business/New Business

Chair Duranczyk thanked members for their service this year and looks forward to seeing them next year. She said she would draft a resolution statement on financial equity and send it to members for review via email.

Hearing no further business, the meeting was adjourned at 4:00 p.m.