

**EAD Meeting Minutes**  
Monday, March 22, 2010  
2:30 ~ 4:00 p.m.  
Morrill Hall, 300

**Present:** Irene Duranczyk (chair), Elizabeth Davis, Jeanette Jungbauer, Peg Lonnquist, John Mason, Michael Goh, Katie Ballering, Lauren Beach, Patrick Troup, Michelle Page

**Regrets:** Keith Horvath, MJ Gilbert, Vicente Garces, Shannon McGoffin

**Absent:** Kimberly Boyd, Anne Phibbs, John Borrowes, Richard Graff, Raul Marrero-Fente, Aisha El-Huni

**Guest:** Alex Lubet, chair, Disabilities Issues Committee; Kristin Lockhart, associate vice president, Office for Equity & Diversity

[In these minutes ~ Martin Luther King and diversity events and promotion; how diversity will fit into the restructuring of the Graduate School; a visit by Professor Alex Lubet, chair of Disability Issues Committee]

[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.]

Chair Duranczyk called the meeting to order at 2:35 p.m. Members reviewed the February minutes and Ms. Beach amended a sentence regarding the promotion of events on campus to say they were not being *adequately* promoted. The minutes were approved unanimously as amended.

Duranczyk asked members if they had read the recommendations for the Graduate Education Work Group Report. She stated that she and colleagues in her department reviewed it to see what it may mean for their department. She read portions to members containing language on access and diversity and noted that the information is minimal. She said she would send the document to members with pertinent access and diversity information highlighted. Members discussed possible response options to the recommendations including the addition of the University's mission statement. Ms. Lonnquist suggested checking with Dr. Barcelo in the Office for Equity and Diversity to see if she would have any concerns about adding to the report the University's mission statement where it speaks to diversity.

Professor Goh suggested inviting the new Graduate School dean, Henning Schroeder, to a committee meeting to talk about how diversity will fit into the restructured Graduate School. Ms. Beach said that part of the Graduate School's application process included an essay on diversity. She thinks that part of the application is very important and should be preserved along with the restructuring. Duranczyk suggested inviting the dean in the fall and Professor Davis agreed, adding that there are many details that have yet to be decided. Davis also would like to know what will become of the Dove Fellowships. Duranczyk said she would talk with Dr.

Barcelo about the lack of diversity in the Graduate School report and Beach requested that she check on the status of the application process and the Dove Fellowships as well.

### **Martin Luther King Campus Events Update ~ Lauren Beach**

Ms. Beach informed members that she made updates to the report she submitted at the February committee meeting in response to members' suggestions. She said the report is tailored to supporting the recommendations they previously discussed as a committee; website creation, programming, promotion, and community service. Ms. Lonquist suggested adding other diversity groups on campus such as the Office for Equity and Diversity in the report. Ms. Ballering recommended that the website be a portal for other diversity groups, connections and activity on campus. Beach pointed out that the MLK holiday is the only diversity holiday listed on the campus calendar. She added that her research on other campus activities revealed that other Big 10 campuses have more than one day of MLK events and activities, and some have more than a weeks worth of promoted activities to MLK and black history month.

Ms. Beach said she would amend her report again with member suggestions and redistribute it prior to April's committee meeting for review. Members discussed the action they wanted to take with the information the MLK Subcommittee acquired. Chair Duranczyk said one such action might be to encourage enhanced efforts in the promotion of diversity events. Another member inquired about the possibility of creating a paid position for an individual whose primary responsibility would be to promote diversity events. Beach offered to speak with Kristin Lockhart in the Office for Equity and Diversity about the possibility of implementing this suggestion.

### **Disabilities Issues ~ Alex Lubet**

Chair Duranczyk introduced Professor and chair of the Disabilities Issues Committee, Alex Lubet and asked him for an update on his committee work. Professor Lubet said that he has been chairing the Disabilities Issues Committee for the past three years and that this is his last as chair. He said, for the most part, the committee has met to discuss informational items pertaining to disabilities. He said he thinks stronger communication between committees could be very beneficial and would like to see that more on a regular basis to work together on common interests.

Lubet offered his perspective of disabled students' needs as not a medical issue but more of a political issue. He explained that one of their goals is to assure the University is providing the resources necessary to level the "playing field" in the education of those with disabilities. He said that his committee has similar concerns surrounding access, as does EAD. He said the University has one of the largest staffed Disability Services in the country with 60 employees and they are extraordinary. Some colleges offer services only to students whereas the University extends their services to students, staff, faculty, and guests. Lubet continued saying that the Disability Services office worked closely with the designers of the TCF Stadium to assure maximum accessibility. The area Lubet sees lacking for the disabled at the University is curriculum in the field of disability studies. It is for this reason that the Office of Equity and Diversity (OED) asked him to form an interdisciplinary group to consider the potential for a

disabilities studies program at the University. Lubet announced that there would be an all-day retreat for a select interdisciplinary group of staff and faculty in the interest of creating a proposal for a graduate minor in disabilities' studies. Louis Mendoza, Office of Equity and Diversity, will review the proposal to consider what shape the minor would take. The administrators of the interdisciplinary group will hold a half-day disabilities symposium on April 30<sup>th</sup>. The keynote speaker will be Tobin Siebvers who works in the field of disabilities studies at the University of Michigan. The focus will be the differences between students with various disabilities and the rest of the student body.

Professor Lubet stated that there have been concerns in the past about the University's disabled population receiving more attention and support than other diverse groups on campus. Lubet countered that it may seem like that because the disabled have more needs that have to be met in order for those students to be successful in their educational endeavors than other student groups. He pointed out that disabilities issues disproportionately affect people of color as well. He said he would like to build a stronger relationship with EAD and that they could share mutual support. Chair Duranczyk asked if he (Lubet), has read the Graduate School report to which he stated that he had not. She informed him about the statement EAD was planning in response to the report and that perhaps Disabilities Issues would be interested in supporting them in that effort. She said EAD is concerned about the decentralization of the Graduate School and what that might mean in regard to the cohesion and consistency of certain aspects of process that pertain to EAD interests. Professor Lubet said that he thinks the decentralization of the Graduate School is a good decision for the most part but knows that structural issues will arise out of the restructuring. He added that there is not a very large representation of students with disabilities enrolled in the Graduate School. Ms. Beach stated that having Disabilities Issues support their effort to preserve access and diversity at the University would give their statement a stronger voice in numbers. Lubet said he would be glad to participate in EAD's response to the Graduate School Report.

Professor Lubet said he considers the University to be very distinguished and a great place for people with disabilities, which they recognize once they are here. He said more effort on recruiting is needed. He said he has had many students approach him with disabilities issues but will not register with the Disability Services office to seek assistance. Ms. Lonquist suggested that chairs from relevant committees meet to discuss what it is their committees are doing and how they can join forces and work together for the common good. She said it would give them a larger voice collectively than the voice of just one committee. Lonquist distributed a flier to members regarding an inclusive leadership workshop.

### **Budget ~ Kristin Lockhart, Office for Equity & Diversity**

Associate Vice President Kristin Lockhart informed members that there would be a special Faculty Senate meeting on March 25<sup>th</sup> to vote on taking a 1.5% salary cut. She stated that the vote is critical and that the decision would weigh into the calculus of composite strategies that are related to compensation. Lockhart continued, saying the upcoming furlough is a piece to a larger package of budget management. Professor Davis said that one of the issues on the vote is that nine month appointment faculty will take the same cut as twelve month faculty, yet twelve month faculty will receive an extra check with the 27<sup>th</sup> pay period where nine month faculty will

not. Ms. Lockhart stated that there are still many details that are not set in stone but more decisions will be made once the budget is solidified.

Hearing no further business, the meeting was adjourned at 4:10 p.m.

Lisa Towry  
University Senate Office