

Membership:

Jill Doerfler, American Indian Studies
Emmanuel Enemuoh, Mechanical and Industrial Engineering
Kurt Guidinger, LSBE Student Affairs
Tim Holst, Graduate Programs, Co-Chair
Linda Kinnear, Academic Administration
Brian McInnes, Education
Jackie Onchwari, Education
Amy Renne, SCSE Student Affairs
Marney Xiong, CLA Student
Elias Mokole, Music, Co-Chair
Amanda Evans, ITSS
Bilin Tsai, Academic Administration and Campus Change Team
Rajiv Vaidyanathan, Marketing

Our Unit Change Team has met three times, and we spent some time getting organized, and have been discussing where it is that we will focus our energy. We have had discussions of the campus structure of Unit Change Teams, some of the overall issues, and have begun to collate ideas on what particular issue or issues we might focus on, and what strategies we might bring to bear to affect change.

Co-Chairs Elias Mokole and Tim Holst plan to meet a number of times over the summer, and at least some members of the team also plan to meet over the summer to identify up to three focus points from the summary below, and begin discussing action plans.

From meeting #1 on March 28, 2011- From Vince Magnuson Appointment Letter of March 7, 2011

- Improving the climate in the classroom
- Strengthening faculty mentoring, especially for faculty of color
- Retaining students of color and especially examining ways to engage them (advisement, internships, UROP, student leadership, etc)
- Strengthening the cultural competence of faculty starting during New Faculty Orientation

Proposed Action Items from AAUCT members:

- Planning a robust, effective, and inclusive new student and new faculty orientation to set the tone from the word go.
- Improving the classroom climate.
- Increasing the number of grants that promote social justice.
- To create an intensive training of faculty advisers (for students of color) and mentors (for faculty of color). A curriculum can be borrowed from schools that have been effective in such efforts. Perhaps looking for such curricula can be part of what we as a group can look around for. This will empower students, and faculty, of color.
- Strengthening the cultural competence of faculty starting during new faculty orientation. Often times, our fellow faculty empower student's perception about other faculty by how we respond or participate in issues between them and fellow faculty members. It is important for all faculty

to get some kind of review/training on their roles with regard to creating an inclusive academic environment. This can be done during orientation for new faculty, and an online training for already existing faculty.

- Accessing all faculty. We as a group can figure out how to do this. This will ensure all faculty have knowledge about cultural competence.
- Improving the climate for staff at UMD; helping staff feel an important part of the mission at UMD.
- Creating an environment/climate at UMD that welcomes people of all backgrounds, whether they be staff, faculty or students.
- Partnering with community members and help promote events related to this initiative. Recruiting and retaining students of color and especially examining ways to engage them (advisement, internships, UROP, student leadership, etc).
- Providing support for student organization that represents this mission.
- Mentoring. Explore ways faculty of color and the admissions office could work together to recruit high potential students of color, ideally matched with academic interest area (i.e. faculty department and student's potential major align). Follow that, with some way to have ongoing mentoring and relationship building after the student enrolls here. The pinnacle of this model would be a UROP with said faculty member a couple years after the student was recruited.