Committee on Diversity & Equity

October 14, 2015 Minutes


- Public Safety Alerts 9:02
  - Updated to no longer mention race, waiting for event to occur
- Minutes 9:03
  - Approved, no contests/objections
- Year-long time line 9:07
  - DI reward review
  - (7) Flip February and March for meeting.
    - Approved by committee
- Climate study 9:08
  - W. Welburn co-chairs task force
  - Weekend of Nov. 9th, series of forums - climate study continues
  - Nov. 10th forum afternoon AMU 227
  - Nov. 11th forum morning AMU 227
  - 2 important forums
    - Faculty of color
    - Women faculty
  - Anyone can propose a forum
    - Critical – let students and fellow faculty know
    - Available on climate study website
  - Difficulty getting word out
    - Work in progress
  - Goal is to identify proposed three actions that can be more effective than writing a plan
  - Hopes to implement a review mechanism to critique what the university committed to be accountable for
  - Suggested and approved to bring Dan Bergen from student affairs to speak.
- Award for D&I 9:25
  - Parallel staff award approved but gift unknown
  - Committee on D&I agree to write letter encouraging process
    - M. Adya and J. Grow
  - Crafting a letter to college deans in re nominations (OMC)
    - 3 weeks of promotion
  - Define how to evaluate nominees
    - consider how many nominations the individual received
    - what have you done at MU
    - be candid about the newness of the award
    - expand on 4 criteria for nominations
      - internal process focus on:
- body of work
- time at task
- # of letters
  - be careful/aware/consider strategic departments
    - clarify student involvement
  - Include body of work/time in task in instructions
  - What are national standards in re diversity
    - W. Welburn will research institutions for guidance
    - J. Grow will research Jesuit institutions
- Letters of recommendation
  - 3 colleagues and 3 current/former students
- staff eligibility use so awards have parallel criteria
  - add/rephrase minimum of 5 years and exclude Deans, Vice Presidents, faculty members and members of the excellence in service awards committee
- Faculty analysis of all faculty (when speaking with Alex Riley) 9:50
  - Focusing on all faculty instead of tenured
  - Focusing on totality
  - Focusing on underrepresentation
  - Look at pools
    - How many people are applying
- Mayra Leatherwood presentation 9:55
  - Discussed history of strategic plan
  - Proposal. another theme and goal
    - Theme- a committee of inclusion
    - Benchmark and metrics
  - Committee on diversity and equity comments, critique, support:
    - Faculty isn’t discussed under sustainability of valuable resources
    - Clarify enhancement of organizational effectiveness
    - Suggested community of inclusion should be second and prioritize community
    - Overlap social responsibility and community engagement
    - Hope to see pots of funds to support mission

Meeting adjourned 10:08

Respectfully submitted: Hiriam Bradley