Minutes for the Minority Affairs Meeting Agenda  
Tuesday December 10, 2013  
10:00 a.m. – 11:00 a.m.  
Auraria Library Friends Conference Room

Attendees: Ji Chen-Business; Farah Ibrahim – SEHD; Philip Joseph (English); Denise Pan (Library); Stephanie Santorico – CLAS; Craig Sisneros - Business

Meeting Agenda

1. Review November Meeting minutes

   Approved.

2. Report on student evaluations of minority faculty members (PDF provided by Brenda Allen)

   a. Possible group discussion: Has CU Denver conducted comparable studies? If so, to what extent are CU Denver student evaluations similar/different to the published findings? If not, could this be a potential project for MAC?

      Discussion: Should we make recommendations on use of FCQs for evaluation of underrepresented racial-ethnic faculty based on secondary literature? Or, we could assess our own university climate using institutional research data. Depending on results of such an analysis, we could make recommendations as to best practices for evaluation of underrepresented racial-ethnic faculty.

      The decision was made to start with institutional research data (Craig will look into what data is available to us). Analysis of this data will be used to identify whether there are apparent biases in FCQs based on race-ethnicity. It is also of interest to include gender in the analysis.

      We will also hold a focus group in Spring 2014 for underrepresented racial-ethnic faculty. The tentative date for the focus group is lunch time Thursday March 13, 2014.

   b. Joanne Addison said: I will be meeting with Laura Goodwin to discuss possible changes to our FCQ form. In the past, revision of the FCQs has been the responsibility of our LETTS Committee. Would someone(s) from MAC like to be involved this time around?

      No volunteers. We focus on our evaluation noted above and provide feedback.

3. Identify MAC goal for 2014

   a. Review suggestions from October discussion if necessary.

      Goal is to focus on retention of underrepresented racial-ethnic faculty. Initial work will evaluate FCQs.
4. Discuss updating Operating Procedures with recommended terminology

a. First paragraph of Oct 15 version of procedures says:
   As the primary advisory committee to Faculty Assembly and UCD administration on issues important to underrepresented faculty, staff, and students, MAC reviews and makes recommendations on general policy, UCD’s strategic plan, and any other long-range plans or formulations that set forth the broad educational and curricular objectives and policies at UCD that have implications for underrepresented faculty, staff, and students. In addition, MAC focuses on and advocates for policies and practices and evaluates and recommends policies affecting underrepresented faculty, staff, and students. (Full version in attached Word doc)

b. November 12 minutes – Dr. Allen suggested “Underrepresented racial-ethnic groups”

c. How should MAC include the proposed terms into the first paragraph of the procedures?

   It was agreed upon that we will use underrepresented racial-ethnic as our descriptor. We will keep the committee title, MAC. Denise will make the change in the operating manual and send to Joanne for consideration.

5. Updates from

a. Faculty Assembly

   Currently, a vice-chair for downtown faculty assembly is needed. Please let Joanne Addison know if you or a colleague are interested.

   An ad-hoc committee for academic prioritization has been created with the Budget Priorities Committee taking on this work. UBAB has been disbanded.

b. Ethnic Minority Affairs

   Philip reported on the event on Race and Retention. The speaker, from USC Center for Urban Studies, contrasted having diversity on a campus versus having equity on campus. Equity relates directly to retention.

c. Equity in Excellence Project

   They have the raw data from institutional research. Two places where minority students fall off disproportionately are between year 1-2 and year 3-4. How can you affect changes at these two points? Their focus will be on the advising office.

Next Meeting: January 21, 2014 from 10am-11am in Auraria Library Friends Conference Room.
Subsequent meetings will still be on the second Tuesdays of the month 10-11.