Minutes for the Minority Affairs Meeting Agenda
Tuesday November 12, 2013
10:00 a.m. – 11:00 a.m.
Auraria Library Friends Conference Room

Attendees: Akihiko Hirose - CLAS; Craig Sisneros - Business; Stephanie Santorico - CLAS. Ji Chen
Business. Farah Ibrahim – SEHD.

Guest: Dr. Brenda J. Allen, Vice Chancellor of Diversity and Inclusion.

Meeting Agenda

Given Dr. Allen’s attendance, our meeting focused on getting her insights and advice on many issues as
summarized below.

1) MAC Operating Procedures
   a) Why doesn't MAC use terms like 'ethnic' and 'racial' to specify a group of underrepresented
      population which might be different from other underrepresented groups (e.g., LGBTQI)?
   b) How can MAC describe the population we are serving in the most inclusive way, and avoid
      infringing on the roles of other active Diversity Committees?

   Brenda suggested “Underrepresented racial-ethnic groups” which was well received by the
   committee.

2) MAC goals for 2014 – Continue discussion from October meeting to identify an issue and
   project/outcome to focus efforts.
      i) Retention of under-represented minority faculty in terms of...Teaching evaluations? Cultural
         taxation? Qualifications? Other ideas related to retention?

   Discussion pertaining to options for helping with retention of minority faculty
   • Provide a chair or fellowship funded for each college to be used for an underrepresented racial-
     ethnic faculty member
   • Consider holding professional development for faculty and staff around diversity
   • Note: Race and Retention conference was held last week. We will follow-up with Philip for his
     insights during our next meeting.

   Resources that we have that can be focused on retention:
   • Brenda: A pool of money exists for use in retention of faculty of color (though money is flexible
     in its use)
• There is an Ongoing Presidents Diversity Fund (any faculty or staff or student has access) $10,000/year for the downtown campus. For any kind of project, event, travel, that relates to diversity and inclusion. Up to $1000 per semester. See http://www.ucdenver.edu/diversityfunds.
• Could consider the use of CLAS ACT grant
• Brenda Allen had a student look at how faculty of color and international faculty are critiqued by students. This may be of interest for use with respect to RTP.
• Note: was discussed that there are many student initiatives concerning diversity so our focus on faculty retention is a place of need that is not being served.
• How do we establishing a climate that is positive for faculty of color? Some thoughts:
  o Professional development
  o Data collection and tracking
  o Marketing of resources that exist.
  o Focused mentoring program.
• Note: there will be a system level diversity summit in April focused on professional development of faculty and staff.
• Should we do a needs assessment? Would we be able to respond once we have the data? What would be assessed?
• We could work on hiring processes and how the MAC committee could be involved, e.g., train members on our committee who would then be the a point person for departments.

3) Updates from
a) Faculty Assembly – university benefits advisory board no longer exists. International and student affairs are being reorganized. Multi-year contracts for non-tenure track faculty are in draft form.
b) NESI results – Tabled. Will discuss next meeting.
c) Ethnic Minority Affairs Committee – Get from Philip during next meeting.
d) Equity in Excellence Project – Looked at Math and Advising office and Academic Success and Advising Center. Interview of staff. Syllabus analysis and websites. Looked at student performance. Do students retake classes? Comparison over groups for this data. Looking for ways to intervene.

Next Meeting: December 10th, 2013 from 10am-11am in Auraria Library Friends Conference Room