

EMAC Meeting
December 5, 2014
9:00 a.m. – 11:00 a.m.
1800 Grant St. Denver Conference Room

Attending: Mark Knowles, Debbie Carter, Melissa Benton, Tina Moser, Kara Viesca, Darren Chavez, Isabella Muturi Sauve, Emilia Broce

On the phone: Jennifer Knievel

Approval of minutes

Minutes of the November 7, 2014 meeting were approved as presented.

Introductions

Chair Mark Knowles welcomed new committee members and the new members introduced themselves.

Faculty Council Update

Mark gave a brief summary of the Faculty Council meeting on Thursday, December 4, 2014. He discussed some of the presentations, including Vice President Bollard's report on the National Association of Systems Heads. VP Bollard's report included information on student retention and high impact practices that affect retention. The committee members also discussed the CU Boulder Diversity Summit on November 11th- 12th, 2014 which featured the presentation "Beyond Ferguson: Reactions from CU-B Graduate Students of Color on Race, Gender, Justice and Whiteness at CU," by the Graduate Students of Color Collective.

At the meeting, Laura Borgelt gave an overview of EMAC's White Paper, and the members of the Faculty Council and the Board of Regents reacted positively to it. In addition, Vice President Pollock talked about how the symposiums the Committee organized influence policies at the university.

Kara proposed writing a response to the recent events in Ferguson and Staten Island to address diversity and racism issues. She will write a draft of a statement and send it out to the EMAC committee members for review. The committee would like to have a final draft ready to submit no later than Thursday, December 11, 2014.

Campus Updates

Anschutz Medical Campus

Debbie Carter and Tina Moser reported that the campus was working on the following initiatives:



- A Micro-aggression conference to be held in spring 2015.
- Safe Zone Training sessions
- Initiatives to increase and retain a diverse pool and faculty and students.

Boulder

Mark Knowles and Jennifer Knievel discussed the utility of study abroad programs and the upcoming campus diversity summit.

Denver

Kara Viesca reported that the School of Education had received a \$8.5 million grant for recruiting more diverse faculty members.

White Paper: Incentivizing Faculty to Broaden Participation on All Aspects of Diversity.

Darren reported back to the committee after meeting with Brenda to inquire about equity scorecards on the campuses. So far the Denver campus is the only campus that does not have equity scorecards.

The committee members discussed the meeting logistics for the next meeting. The members voted to hold the meeting on Friday, January 9, 2015 at CU South Denver (the Wildlife Experience) from 10:00 AM to 5:00 PM. Debbie will assemble a list of materials for the meeting and send them to committee members for approval. She will also act as the meeting facilitator. The committee members agreed that a draft of the white paper will be completed by the end of the January 9th meeting and the final document ready for review by the Faculty Council by April 15, 2015.

The committee members also discussed:

- Looking at what the campuses are doing for incentives for faculty retention.
- The difficulties with searching for information on the university website, especially when searching for equity and diversity related items and information.
- The importance and benefits of educating people about diversity.
- Common perceptions of diversity.
- Collaborating with other Faculty Council committees to get feedback about the White Paper
- Call to action: need steps for action, rather than just giving recommendations.
- Improving the reputation of the university across different groups.
- Looking at graduation rates, recruitment data, and retention data.
- Whether merit forms are public record, and if they are not, what records are available.
- Merit and how each campus classifies and distributes merit.

Jennifer also reported on how the Boulder campus addresses the merit process and review.



Adjournment

There being no other business, the meeting was adjourned at 11:07 AM. The next meeting will be on Jan 9, 2014 at CU South Denver (the Wildlife Experience).