



EMAC Meeting
May 16, 2014
9:00 a.m. – 11:00 a.m.
1800 Grant St. Colorado Springs Conference Room

Attending: Mark Knowles, Darren Chavez, Thomas Spahr, Tina Moser, Eddie Portillos, Isabella Muturi Sauve, Melinda Piket-May, Kathleen Bollard, Philip Joseph, Frances Charteris

Others attending: Filmon Degen, Bob Boswell, Mark Hernandez, Brenda J. Allen, Anthony Cordova, Kee Warner, Jeff Montez

Approval of minutes

Minutes of the April 18, 2014 meeting were approved as presented.

Faculty Council Update, Melinda Piket-May

Melinda's update included the following:

- Change in title of faculty service APSs to Faculty Service and Leadership. This is a system level change that is also reflected in Regent Laws and Policies.
- House Bill 14-1319 and its implications for CU's Funding.
- Degree prioritization. The process has been finalized at the Boulder and Colorado Springs campuses and reports sent to the Board of Regents. Discussion ensued.
- Climate Survey. 10,000 responses have been received so far and preliminary results are expected soon.

Campus Updates

Anschutz, Tina Moser

Tina reported that the climate survey conducted by the Health Sciences Library has been completed. So far the response rate has been 74%.

Colorado Springs, Eddie Portillos

Eddie reported that the Faculty Minority Affairs Committee (FMAC) had discussed strategies for handling contentious issues in the classroom and is also scheduled to review salary and equity data.

Denver, Philip Joseph

Philip reported that the Minority Affairs Committee (MAC) had held its 'Reconsidering FCQ's' event and that data collected were under review to determine the best way forward.

Boulder, Frances Charteris

Frances reported that the Diversity Committee is putting together an information packet for faculty. The packet will include a profile of faculty and diversity initiatives that could be used to recruit new faculty. The committee is also working on a speaker series and strategies for bringing all campus diversity initiatives under one central location.

Mark Knowles added that the Diversity Committee had also discussed the following at its April meeting:

- Funding for a potential speaker series on the campus
- Faculty participation in the recruitment of diverse students.
- Inclusion of service into faculty FRPAs



- The campus diversity and inclusion plan, which will emphasize academics and how diversity and inclusion can be woven into the curriculum.

System Update, Kathleen Bollard

Kathleen reported that \$50,000 will be available for Diversity & Excellence awards in 2014-2015, an increase of \$30,000 from the current year. The call for proposals will go out in fall 2014.

Elections

The following were elected:

- Filmon Degen – Student representative (Boulder Campus)
- Mark Knowles – Chair (elected by acclamation)
- Tina Moser – Vice chair (elected by acclamation)

Discussion on the Recruitment & Retention of Diverse Students

Members asked how campus diversity officers can assist in efforts to recruit and retain diverse students. The following were discussed:

- CU Boulder's initiatives, including index scores, CU Promise and admission strategies.
- Funding for research opportunities.
- An awareness campaign to reach out to potential students. The campaign will work closely with the campus offices of admission.
- The reputation of CU Boulder in regards diversity and affordability.
- Can campuses learn from the each other's diversity initiatives? What aspects can be transplanted instead of being reinvented?
- Campus best practices?
- How can campus culture change so it positively impacts diverse students?
- Working together with the office of advancement to promote and fund diversity initiatives in CU. Each campus might need to develop a business plan on what it would need from such a diversity initiative.
- Marketing initiatives, including advertising, targeted marketing, e.g. bilingual websites, marketing within specific cultural neighborhoods, incentivizing alumni to be brand ambassadors and building relationships with various communities.
- Common diversity needs across campuses and ways that demonstrating CU's diversity.
- Plans for a system-level diversity summit scheduled on October 24, 2014 and whether the committee would like to participate.

Adjournment

There being no other business, the meeting was adjourned at 11:00 am. The next meeting will be held in September 2014.