

EMAC Meeting
September 4, 2015
9:00 a.m. – 11:00 a.m.
1800 Grant St. Denver Conference Room

Meeting Minutes

Attending: Melissa Benton, Mark Knowles, Jennifer Knievel, Tina Moser, John McDowell, Isabella Muturi Sauve, Grace Wagner

On the phone: Darren Chavez

Approval of minutes

Minutes of the April 2015 meeting were approved as presented.

Committee Vacancies

The committee only has five voting members. Current members will contact faculty who may be interested in serving on the committee and forward their information to Isabella. Vacancies to be filled: Boulder – 1, Anschutz – 1, Denver – 2, Colorado Springs – 2.

Guests for Future Meetings

Suggestions for guests for future EMAC meetings:

Guests at future meetings will include Regents Griego, Hybl, and Ludwig with priority given to Regent Griego, who has expressed interest in attending the meetings. She will be given a list of meeting dates from which she can select the most convenient. After the date for her visit is decided, the Committee C will reach out to the Women's Committee and the GLBTI Committee to request that the Chairs or a representative be present during the meeting with Irene Griego.

A meeting should be arranged to include the Diversity Officers from all CU campuses to discuss the White Paper.

A standing invitation was issued to V.P. Kathy Nesbitt to attend any future EMAC meetings.

White Paper

The committee agreed to delay further action until they receive feedback from the Board of Regents. They will, however, bring up the topic when Regent Irene Griego attends an EMAC meeting.

Speaker Series

It was decided during the meeting that there would only be three Speaker Series Events (wherein Denver and Anschutz are treated as one location). The members of the committee agreed to compile a list of potential internal speakers from their own associates to be approached about the events. (Mark Knowles was suggested as an option for the last speaker engagement or possibly as a member of a panel.) The focus on internal speakers is to highlight talent from within CU and to have a speaker that can address actual concerns within the University of Colorado system. It was agreed that speakers will present on different campuses than they



work at (e.g. a speaker from Boulder would present at UCCS). The theme for the Speaker Series is “Race at CU” with the aim to begin a constructive dialogue on all of the campuses about race at CU. The speakers should help initiate that dialogue, but the presentation should be the beginning of that conversation. It was requested that Kara Viesca obtain an outline of the speech scheduled for September 18th.

Speaker Series Budget

An additional \$1000 was donated by the Office of the President for EMAC’s use.

The first speaker is to be paid \$750. The subsequent speakers, however, will be asked to donate their time free of charge as part of their faculty service requirement. An offer of \$100 (amount used as an estimate) will be made to cover travel expenses.

Speaker Series Dates

The first Speaker Series Event is scheduled for September 18th at the Anschutz campus. The tentative date for the event in Boulder was set at January 22nd or 29th. The tentative date for the UCCS event was set at April 8th or 15th. Jennifer and Mark will look into a venue for the Boulder event. Isabella will look into a venue for the UCCS location.

Faculty Council Update – John McDowell

The council has met once and received committee reports. John McDowell attended the Boulder faculty orientation and believes that the new hires will add diversity. He spoke with Patrick O’Rourke and believes that the White Paper has been favorably received by the Board of Regents who charged V.P. Kathy Nesbitt with looking into diversity issues. The Regents are concerned with the state of diversity within CU and the difficulty of measuring diversity.

Campus Reports

Boulder – Mark Knowles and Jennifer Knievel

Mark and Jennifer reported on the following:

- Boulder campus is working on a new diversity, inclusion and academic excellence plan. The Associate Dean of Arts and Sciences has joined the steering committee. The intent of the plan is to work with Faculty, staff and students to create a common understanding of CU’s diversity and craft a plan to improve it. Vice chancellors and deans will create working groups which will create plans regarding their personal needs
- A consulting group, Emeritus Consulting Group has been retained to develop the diversity, inclusion and academic excellence plan.
- The Boulder campus faculty and staff advisor committee and ODECE (Office of Diversity, Equity, and Community Engagement) are scheduled to meet with the consultants in the coming week. Jennifer Knievel will attend the meeting and discuss the white paper.

Colorado Springs – Melissa Benton

Melissa Benton reported that the Colorado Springs campus is working on a diversity summit that will be held in spring 2016. The event is geared towards faculty and will include breakout sessions in Berger Hall and



Gallogly Hall. The theme will be “Making Connections to the Community with Regards to Diversity.” Melissa will email the committee with more information.

Denver and Anschutz

Campuses did not have updates.

Climate Survey

Isabella will send a copy of the climate survey to the members of the committee.

Adjournment

There being no other business, the meeting was adjourned at 11:00 AM. The next meeting will be on October 2nd, 2015 in the Denver conference room.