



EMAC Meeting
October 3, 2014
9:00 a.m. – 11:00 a.m.
1800 Grant St. Denver Conference Room

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

On the phone: Jennifer Knievel (Omar Swartz tried to call in but was not able to get through)

Approval of minutes

Minutes of the September 5, 2014 meeting were approved as presented. The only change that was made was changing the name “Mark Malone” to “Mark Knowles.”

Introductions

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

Campus Updates

Prior to the meeting, Laura Borgelt sent the committee members a link to a story about the UC Denver campus going Minority Majority. Mark Knowles mentioned that he noticed that CU Boulder has had an increase in freshman minority enrollment. He suggested writing a letter to the UC Denver and CU Boulder campuses to acknowledge the progress being made, and he said he would write a draft of the letter and send it out to EMAC committee members.

Diversity Summit

There was a brief discussion about the Diversity Summit. The committee inquired about an email announcement about the summit. Thomas Spahr will be sending out an email about the summit.

White Paper

Mark Knowles proposed breaking into groups to work on parts of the paper, and he inquired about how to divide into groups (ex: dividing based on campus).

Darren asked about the Diversity and Excellence Grant, and mentioned that he may have a potential conflict of interest with working on the grant and working on the White Paper.

Kara talked about the need to get the word out to more low-income students about quality of CU Denver campus. The committee discussed what faculty could do to help retain minority students in the university’s programs, how faculty can be retained, and the need for diversity amongst faculty as well. There was also a discussion about what would give faculty incentive(s) for working to help retain minority students.

In the discussion about faculty incentive(s) for helping retain minority students in the university programs, the committee also talked about an ethnography study, merit expectations, the Equity Scorecard, the climate survey data from the Regents meeting, diversity and inclusion goals in the departments and what is being done with and for those goals. With the ethnography study, the committee discussed the need for understanding the barriers to faculty retention, possibly with additional information from former faculty, by

surveying the entire faculty, not just minority faculty. The committee discussed what could be done to give the faculty the incentive to complete the ethnography survey, given how inclined faculty can be to discard other surveys due to how many surveys are already sent out from other departments. There was an emphasis on the need to make the incentive more of a “pull” rather than push “push” for faculty to take the survey and stress the importance of the data that would be collected. There was also a discussion about merit and merit expectations as a lever to alter faculty behavior and the need to understand merit expectations and the information that exists about it.

The committee discussed the recent Climate Survey about diversity and how the data varied (by campus, race/ethnicity, etc). During the meeting, Isabella Muturi Sauve sent out a copy of the Diversity Report and the Climate Survey data.

Thomas Spahr mentioned creating a Wish List of items the committee would like to focus on and learn more about, and Kara Viesca sent a copy of the assembled list to the committee members after the meeting.

- Merit forms for each campus
- Inventory of awards associated with diversity and diversity promotion
- Equity score cards and how they are used
- Mission statements
- Administrative Policy Statements on annual review (system wide), campus policies regarding annual review
- Recommendations and suggestions that have been successfully accepted by the Faculty Council (the actual recommendations and how those recommendations were promoted to be successful)

The committee originally started with the temporary title “Recruitment and Retention of Students, Faculty, and Staff,” but they changed it to reflect faculty recruitment and retention. By the end of the meeting, the committee agreed to change the title to reflect more the “Incentivizing of Faculty to Broaden Participation on All Aspects of Diversity.”

At the end of the meeting, Mark Hernandez asked the rest of the members attending the meeting if they would be interested in scheduling an additional meeting at a different location and for a longer meeting time to work on the White Paper in order to make the paper more memorable and compelling. Mark Knowles and Kara Viesca said they were interested in taking part. However, a set time and location for the meeting were not established.

Adjournment

There being no other business, the meeting was adjourned at 10:54 AM. The next meeting will be on November 7th, 2014 in the Denver conference room.