



EMAC Meeting  
March 21, 2014  
9:00 a.m. – 11:00 a.m.  
1800 Grant St. Colorado Springs Conference Room

**Attending:** Mark Knowles, Tina Moser, Laura Borgelt, Frances Charteris, Ed Portillos, Isabella Muturi Sauve, Darren Chavez.

**Approval of minutes**

Minutes of the February 21, 2014 meeting were approved as presented.

**Chair's Report,** Mark Knowles

Mark reported that committee member Aisha Jackson had resigned from the committee. In response, members suggested that it would be beneficial for the committee to recruit another member from the Office of IT in her place.

**Faculty Council Report,** Laura Borgelt

Laura's report included the following:

- Update on the revision of the Faculty Council bylaws. She requested additional revisions/comments from the committee by April 11, 2014.
- Update on the Faculty Council website.

Following this report, the members discussed the committee's charge and webpage, including the including the suggestion to highlight the profiles/stories of successful students of color on the committee's webpage.

**Proposal on Student Recruitment & Retention**

Chair Mark Knowles introduced the proposal and discussed its background. The committee went on to agree on the following:

- The goal of the proposal will be to double the enrollment and retention of diverse students by 2020, in alignment with the guiding principles of the University. The two page proposal will highlight the need for the recruitment and retention of diverse students and give a compelling reason why action is needed. Additional goals and metrics shall be established at a later date.
- The committee will meet with campus diversity officers on April 18, 2014 to discuss the proposal and solicit their input.
- The proposal will be presented to the Faculty Council as a motion on April 24, 2014. If passed, the motion will be sent to President Benson and adopted as a policy system wide policy that will be implemented on each campus according to the campus's needs and resources.

The committee went on to discuss experts that can speak on the recruitment and retention of diverse students in the University and agreed to invite Mark Hernandez from the Boulder campus to the April 18, 2014 meeting. Committee members Mark Knowles and Francis Charteris will meet with Mike Hernandez prior to the April 18 meeting.



It was also suggested that the committee review data on diverse students, including the percentage currently enrolled. Committee member Tina Moser will review campus data and report it to the committee during the April 18, 2014 meeting.

## **Campus Updates**

### **Colorado Springs, Eddie Portillos**

Eddie reported that the Faculty Minority Affairs Committee had met and reviewed the revised draft of the bylaws and guidelines.

### **Anschutz, Tina Moser**

Tina reported that the Library Diversity Committee had issued a climate survey. The survey will go to all Anschutz library staff and is funded by the Office of Inclusion & Outreach and the Anschutz campus diversity office. 54 staff members are expected to participate.

### **Boulder, Frances Charteris & Mark Knowles**

Mark Knowles sent the following report:

Items discussed: a.) there is a growing consensus that addressing minority faculty issues is intrinsically intertwined with minority student issues. Student recruitment and retention (and the money involved in doing that) were highlighted. Another big issue brought up was how student life, which in terms of time represents as much if not more than the amount of time students spend in classrooms, can affect student retention. Frances and I discussed our idea about a potential proposal to double the recruitment and retention of minority and low-income students across all the CU campuses, which seemed to be met with a lot of support and interest. The meeting concluded with a question about the change of leadership on the BFA Diversity committee and about the possible new orientation in membership next year, with a possible greater reflection of staff concerns.

## **Adjournment**

There being no other business, the meeting was adjourned. The next meeting will be on April 18, 2014 in the Colorado Springs conference room of 1800 Grant St. Denver 80203.