

Minutes approved electronically Jan. 29, 2018

Diversity and inclusion November 28th, 2018

In Attendance: Lara Willox, Philip Reeves, LaDonia Patterson, Jairus Matthews, Jane Simpson, Isabel Maggiano, Angela Pashia, Ihor Pidhainy, Yves Rose Porcena, Muriel Cormican, Denise Overfield, Michelle Frazier Trotman Scott, Jeong-Hyun Kang

- I. 2:05 p.m.** LW called the meeting to order and minutes were approved on a voice vote.
- II. International hiring thoughts / next steps**
 - There was wide-ranging discussion of how/if the University sponsors international faculty for residency in the US. The committee decided it needs to gather information.
 - There are links with information about immigration on the PR website and more are coming.
 - LW will suggest to PR that they add a contact person's name to the website.
 - LW will also contact Deans to collect information about policies and procedures for international hiring.
 - The committee suggested that it might be a good idea to include information about hiring international faculty at the Chairs' Academy, perhaps to at least indicate that one should be careful about what one promises on behalf of the University.
- III. Diversifying the faculty**
 - The committee continues to work toward a resolution and hopes to have a draft for the next meeting.
- IV. Topics for next semester**
 - Committee suggested that Faculty Training would be a good topic.
- V. Liaison reports**
 - a. President's Commission on Campus Inclusion**

Three "climate" reports are forthcoming. One will offer details about the specifics for the committee itself. A second will have aggregated data with no demographic information (i.e. no connection between content and writer's ethnicity/gender, etc.). A third report will be specific to colleges—also no demographic information. Lara and Yves Rose will be meeting with the president on Friday and want to discuss continuing the positive steps that have been taken at the top levels of administration.

b. Office of Education Abroad Advisory Council

IP reported that the meeting dealt with student affordability, scholarships, etc. Directors salaries were discussed.

c. Center for Diversity and Inclusion

YRP has spent a lot of time dealing with student profiling, putting out fires. The next big program coming up will be the MLK celebration on January 31st.

There was discussion about having a group of people trained in issues of diversity who would be available to search committees.

VI. Other business?

There was discussion about the Spring dates for meetings.

DO reminded the committee that the Graduate School provides recruitment grants. Programs can apply for money for recruitment, especially for trying to diversify. The deadline is a rolling deadline.