

Minutes of the University Diversity Council Meeting
October 13, 2015
3:00 p.m. - 4:30 p.m., 207 & 209 KNDL

Present: Pedro Douglas, Deanna Jarquin, James Luyirika – Sewagudde, Michelle Morris, Melanie O’Connor, Candy Pahua, Tray Robinson, Dylan Saake, Paula Selvester, Aaron Thao, Joe Wills, Paul Zingg

Absent: C Carter, Teresita Curiel, Wenshu Lee, Chela Patterson, Eddie Vela

Guests: Ahmad Boura, Tracy Butts, Sara Cooper, Susan Elrod, Annabel Grimm, Lori Hoffman, Eugenie L. Rovai

I. Welcome Guests

M. Morris and T. Robinson welcomed the special guests and UDC members to the meeting.

II. Approve September Minutes

P. Douglas made a motion to approve the September 15, 2015 UDC meeting minutes, T. Robinson seconded, and the motion carried.

III. UDC ET Updates

- A. HSI Coordinator-** P. Douglas announced that the Hispanic Serving Institution (HSI) Coordinator position had been filled. Teresita Curiel will start tomorrow, October 14, 2015, and will have office space in the Office of Diversity & Inclusion. UDC Workgroup 2 (which focuses on HSI status considerations and closing the achievement gap) formed an HSI steering committee last year that included Chicano Latino Council (CLC) representatives. The steering committee recommended hiring an HSI Coordinator to guide campus initiatives in this area.
- B. Unconscious Bias Trainings-** The second mandatory Strategies for Avoiding Unconscious Bias in the Hiring Process training for faculty tenure track search committee chairs was held on October 7, 2015. Another is scheduled for faculty and staff on October 23, 2015. M. Morris will continue to work with Sheryl Woodward and Beverly Gentry to offer these trainings. M. Morris attended the October Chairs Council Meeting with Judy Bordin in order to answer department chair questions and promote the training. T. Robinson, Robert Jones, D.Saake and Evanne O’Donnell have developed another general unconscious bias training for staff and faculty that will be offered in November.
- C. UDC Communication plan-** An anonymous letter was sent to President Zingg voicing disapproval of the “Did You Know?” Campaign, specifically as it related to the LGBTQ messaging. President Zingg reiterated his support for the campaign and affirmed that it will continue.

D. Enrollment and Presidential Search Open Forum

President Zingg asked T. Robinson to forward an email to the UDC related to enrollment numbers as of the fall census date. Freshman students of color represent an all time high at 57.8% and similar trends are noted for transfer students. The enrollment yield rate for African American students is 20% and 18% for Hispanic/Latino students.

On November 10, 2015 a presidential search open forum will be held from 1:00-3:00 p.m. in Laxson Auditorium. UDC members P. Selvester and D. Jarquin are on the search advisory committee along with Dr. Chuck Zartman. President Zingg encouraged everyone to participate in the forum.

IV. Workforce Diversity Overview

Increasing workforce diversity is a campus wide issue and needs the support of all units/divisions. M. Morris made a brief presentation on the changing student demographics and best practices related to increasing faculty and staff diversity. In addition to recruitment efforts, retention of faculty and staff of color must also be considered.

V. UDC Workforce Diversity KPIs; Affirmative Action Plan

D. Saake presented detailed information related to the campus Affirmative Action Plan and its relationship to increasing workforce diversity at the administrative, staff and instructor (tenure track and lecturer) levels. The PowerPoint presentation is attached to the minutes. Interim Provost Elrod indicated her support for the KPIs as well as having an Equal Employment Opportunity (EEO) designee on hiring committees. M. Morris will follow up with Dr. Elrod regarding the EEO designee.

VI. Multicultural and Gender Studies; CSU Ethnic Studies

There was a discussion about how to strengthen Multicultural and Gender Studies (MCGS). Consistent with a report submitted in December 2013, MCGS faculty agreed that department level status, tenure-track lines (no joint appointments), and increased administrative support were needed to sustain and build the program. Currently, the program has a director with 3 AWTU release time (.2) and an ASC at 10 hours per week. Interim Provost Elrod indicated that conversations should continue with BSS Dean Eddie Vela. All agreed that adequate resource allocation for this program would allow for an increase in course offerings, and an increase in majors, minors, and FTES for service courses. Such enhancements would support student success in an increasingly diverse workplace and world. In addition, new tenure-track faculty lines might attract scholars of color thereby supporting the UDC workforce diversity priority.