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Consultative minutes 02/20/2017

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Consultative Committee
Meeting Agenda

Monday February 20, 2017 (9:15-10:20 AM, Prairie Lounge)

Members Present: Ted Pappenfus, Michelle Page, Kelly Asche, Lori Kurpiers, Angela Stangl, Alisande Allaban, Nancy Helsper, Noah Pilugin, Megan Jacobson

1. Minutes

a. Taken by: Kelly Asche

2. Guest: Hilda Ladner, Director of Equity, Diversity, and Intercultural Programs

CC: A student of color voicing concern about feeling tokenized by the University due to publications.

It is a difficult balance when trying to recruit a diverse student body. A larger issue is about how some of the students being promoted have had a bad experience during their time on campus. There is also a disconnect with wanting to promote our diversity, yet none of the materials talk about the experience of these particular students.....

Hilda has talked to the chancellor about doing a campus climate survey and is very supportive of this idea. It is important to give students the ability to voice their perceived experience on campus. The current data being collected doesn't tell us much about how staff, faculty, and students perceive their experience.

The Twin Cities campus has gone through a multiple modal process to gather this type of information - surveys, world cafe, etc..... We haven't done anything like this for 15 years.

CC: Any anecdotal trends we should be aware of?

There haven't been any really big things over the past 9 years, however, recently people are finding it difficult to exchange in respectful dialogue. The student list-serve has a lot of disrespectful dialogue right now.

CC: Any concerns around the executive order about immigration and impacts to students?

Most questions from students around DOCA. We have a few students that fall under that category. We don't have any students that were listed on the banned countries in the executive order.

We do have Hmong students and Somalian which are refugee status. None identified having green cards. A lot of anxiety among students is around student families that live in different places.

CC: Do we have the resources to conduct the climate survey?

It would be better to go with an external evaluator. It will go faster, and probably be better information.

It also might be better for objectivity and making people feel better about being honest and feel more anonymous.

A specific issue is around how students are being asked to represent different populations/groups on search committees.

Hilda has been in contact with folks in the Twin Cities to provide a workshop on campus about this issue. Her office is trying to find a way to get someone trained on campus and do a "train-the-trainer" style.

CC: The Twin Cities campus is doing trainings proactively.

Part of it is their campus has more resources to dedicate to this issue. Hilda also feels that since she is not a faculty member it doesn't go over as well. And so it is important to find a faculty member to learn the training. There is some frustration that the Twin Cities campus doesn't come out here more often.

CC: It seems like there is a need for the Faculty Development committee and admin to be engaged to take this issue more seriously.

Hilda's office has tried to incorporate these workshops into the faculty development day, but have been told that if the workshops are too long and there isn't enough time. Or, they don't fit the "theme".

CC: The trend is that these faculty development days are going to be broken up into chunks instead of everything in one or two days.

There is someone from the Twin Cities campus that has been appointed to the Morris campus to assist in recruiting diverse applicants for positions on campus.

There is another resource (website) that allows search committees to filter by certain aspects to help get more diverse candidates that can be reached out to.

These are resources that are available and people don't know about them.

CC: Do we know if Human Resources are going to utilize this resource (appointed person). It might be a good idea to contact HR to send out communications about this resource and to inform search committees of these resources. Our committee should communicate with HR.

Hilda believes that we are doing a better job at recruiting diverse professionals but retention might be a bigger issue. Hilda's office just hired a lot of employees that are younger professionals that aren't from around here and there is some concern that they aren't feeling

connected to others. The few places that are available have a lot of students hanging out, which isn't a great situation.

CC: There are plenty of self-serving reasons to take this more seriously because people that have been here a while have to spend time on mentoring the constant cycle of new employees.

There also isn't a lot of opportunity for upward mobility.

CC: Some of the newer professionals have criticized that the new employee orientation and that they just get too much information. It might be time to rethink new employee orientation.

The Commission on Women used to pair up new female professionals with people on campus to help them engage with the community.

It seems like there used to be a systematized way in which work things grew into social engagement.

Winter can be particularly challenging with the lack of light.

CC: Parting words?

We have great staff in Hilda's office, but retaining them and engaging with them is a concern.

CC: What are our next steps? - Our next meeting is about this topic. We will decide what to do with a bunch of stuff we heard. We can send recommendations, invite people to our meeting to express our concerns, etc.....

Regarding the assigned professional to assist with recruitment of diverse applicants - we should communicate with HR to figure out why there hasn't been more communication about this resource and what we can do to disseminate information.

There also seems to be a lack of information sharing across campus which could be included in the campus climate survey - although this might be due to good intentions (not wanting to clog up email inbox).

Things to think about in the future;

- Campus climate is a bigger issue than we initially expected.
- A conversation about the situation with Dan D. and if there is a role for CC
- Revisit our agenda items from the beginning of the year.
- Janet Erickson will be visiting.
- Faculty unionization.
- Mental health issues among students and faculty training to deal with it.

3. Meeting time for second half of semester (after Spring Break)

4. If time, follow-up on Jennifer Zych-Hermann visit and Chancellor Behr visit

Date/Location	Topic/Guest	Minutes
Feb. 20, 9:15 Prairie Lounge	Hilda Ladner, Director of Equity, Diversity, and Intercultural Programs	Kelly Asche
March 6, 9:15 Prairie Lounge	Discipline coordinator subcommittee discussion, firm up meetings for after spring break; guest follow-up	Nancy Helsper