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Equity and Diversity Committee

Campus Governance

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MEC minutes 04/24/2017

Multi-Ethnic Experience Committee

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MEC Minutes 4/24/17

Adrienne Conley, Thomas Genova, Farah Gilanshah, Hilda Ladner, and Ruby DeBellis (late)

Notes from 4/12 meeting with the Chancellor were read aloud for review.

Chancellor suggested student-nominated diversity in the classroom award.

Discussion: Some areas do not have large populations of diverse students, while others have many diverse students. What does our minority recruitment look like for next year? Diversity numbers have been consistent over the last few years, though the group is unaware of exact counts for next year.

Suggestion that certain disciplines be targeted for awards for minority students.

Concern that a new award may be too much, if we did not even have a student nominee for the Stewart award. Putting together "a whole dossier is a little daunting."

Look at process for Stewart diversity award. Current process is too difficult. Particularly, some believe that nominee should not have to submit application essay. Still too complicated even after Functions and Awards Committee's helpful suggestions last year.

Compare Stewart award with much simpler Outstanding Student Leadership Award process.

How can we get more faculty and students to nominate for the awards we already have?

How can we have more students nominate for the award?

Self-nominating is an unfamiliar practice for many students.

People of some cultural backgrounds may feel uncomfortable self-nominating.

It is important to give the Stewart Award every year in order to draw attention to the diversity work underway on campus. Next year, we should focus on getting more nominations.

Suggestion that Campus Climate Survey or other data gather should happen sooner rather than later in order to inform the strategic planning process. The committee would like to be involved in climate survey/strategic planning process.

Can we invite diverse faculty to a special conversation with our committee? Can we do this towards the beginning of next year? A small-group, off-the-record conversation. Make this part of campus climate survey? Think about the format of the meeting as we go forward. Subset of committee?

Several committee members attended a webinar on new faculty mentoring. Possible follow-up meeting with Dean on mentorship of diverse faculty? Encourage the Dean and chairs to take measures to connect newer faculty early-on. More explicit information on official and unofficial tenure requirements and expectations, etc. Ways to connect newer faculty with opportunities across campus? Standardize mentorship process across campus? Make mentorship process opt-in? Allow tenure-track faculty to

choose their own mentors? Mentors from other campuses? (Particularly for diverse faculty, bearing in mind the special considerations of our small campus?)

MEC will attempt to schedule meeting with TC diversity recruiter Patricia Izek during her visit to campus on Friday, April 28.

Learn more about her role

How can we use/access TC resources on our campus?