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Consultative Committee

Campus Governance

12-11-2018

Consultative minutes 12/11/2018

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Consultative Committee
Meeting Agenda
Tuesday, December 11, 2018 (11:40 am, 122 Welcome Center)

Members: Esmira Alieva, Sierra Brown, Sarah Buchanan, Michael Cihak, Adrienne Conley, Ann DuHamel, Nancy Helsper, Isaac Hunt, Margaret Kuchenreuther, Janel Mendoza, Kristi Smith, Angela Stangl

Absent: Isaac Hunt, Esmira Alieva, Michael Cihak, Adrienne Conley.

Guests: Heather Peters and Sara Lam

Notetaker: Margaret Kuchenreuther

- I. Approval of minutes from 10/09/18 and 11/13/18 (located in the Awaiting Approval folder).

Minutes from 10/09/18 and 11/13/18 were unanimous approved, with corrections of minor typos.

- II. A discussion of campus climate with special reference to equity and diversity issues.

“Concerns with climate on campus. How do the reporting lines go, how can we support students, faculty, staff?”

What would be important to include in the position profile? (EDI Director)

What have you already done?”

“There is a subcommittee that focuses on recruitment promotion, retention of faculty of color, and works with the commission on women. The discussion has been framed on needing more information on campus climate. There are plans to do a survey with Multi Ethnic Experience Committee, Queer Issues Committee and their two subcommittees.

We want to have info about current situation so someone knows what they’re walking into and how to face those unique challenges.”

“Around the room, we have some questions and concerns. Could we address those now?”

“Yes, we can.” “Why might minority students faculty staff be leaving UMM?”

“There aren’t many channels for faculty staff to communicate concerns about equity and diversity issues and challenges. We want to improve this.”

“It is important for this survey to be done professionally, instead of in-house. “Company” professional survey can help to get more accurate results, and also safeguard anonymity.”

“We are looking for support from other people in shared governance.”

“Do you have funding?”

“No.”

“What is the timeline?”

“As soon as possible because we want it before the new EDI director is appointed or soon after.”

“Is this going to focus on equity and diversity? I’m not sure if the faculty of color who have left is because they didn’t feel welcome as a person of color, but maybe other issues with campus, or just other reasons for leaving. Will we explore all options?”

“Yes we want it to focus on equity and diversity climate. There are a lot of different models for this survey, and we are not precluding larger ideas and/or issues.

It’s possible that people leave because it’s a small town, no employment for spouses, etc.”

“We’re not going to ask why people left, we’re going to find out what aspects of their identity make up their experience.”

“You can’t completely separate aspects of identity to place. Being trans or gay in a small town is a different experience than being cis and straight. It’s not going to say that because there are these issues, there are not other issues as well.”

“I agree that we need to focus on the issues of equity and diversity on this campus, this is a good initiative and would like to see it happen.”

“It’s a complex issue, I don’t want to be misconstrued, I support this fully, but I am wary of missing crucial information. Will this be just faculty? Will staff be included?”

“Everyone will be included.”

“How much will it cost?”

“We’re thinking less than \$10,000.”

“Will this only include faculty and staff?”

“We’re hoping it will include students too, but it will be separated into those three categories. It is possible to do one group and not the other.”

“We will have to look at options for funding for this. Also, being such a small campus, we need to tackle this in a different way where anonymity can be key. This will be difficult because when someone leaves, and then survey results come back, it would be easy to know whose responses they are.”

“Duluth formed a committee, ad-hoc, for purpose of following up on the survey. They ask different offices and departments on campus on how to communicate these things.

They have a website with minutes from their meetings, what parts of the results are relevant to our office, how can we see cohesion, etc.”

“That is very transparent.”

“Yes it was, and also good because offices, divisions, etc can tackle their own issues.”

“It seems like here, I like the idea of grassroots, but we need to make systemic changes on our campus. We need to think about our unique issues, and how to use what we collect.”

“There may be things in place to implement this kind of work in the EDI office, or elsewhere. Our 10-12 people subcommittee have been getting together frequently for a year and doing research and reaching out to the system EDI, TC, etc.. because we want this action to happen.”

“Did they give funding opportunities?”

"No, nothing concrete."

"Have you talked to chancellor?"

"There has been avenues to talk to the chancellor in motion."

"Action steps in strategic plan could make it a focal point."

"More central rather than focal."

"Are there minutes for these meetings?"

"There is not. We're not a formal committee."

"A Strategic plan is a good step. Solid step forward, taking advantage of action that has momentum. Who else has had these conversations? Who can we talk to?"

"There is the EDI reps on each committee with our assembly structure."

"Timing is super important for surveys."

"The chancellor came to visit us, and told us about how to get things rolling.

Things have moved quickly, committees are formed."

"Can we come to a meeting?"

"There is representation of EDI on goal 6 of strategic visioning and planning.

Several goals have EDI aspects, but this specific one could be the best place to do this. We could make it more broad, and it can't cost much more to tack on a few things?"

"Maybe. I have anecdotal experience but not my own, and this is a good way to get that info out there."

"How can we help students to be resilient, and increase awareness in majority population students. Words and actions carry power. You're reflecting a dominant vision, how to deal with the consequences"

"Survey could help with that and follow up, take steps towards healing, and to a better place. Complicated for universities, because it's easy and hard to say let it roll off your back, but universities are a place to change the world. You feel safe to be angry on this campus."

"What may be the biggest issues facing students, staff, and faculty of color on our campus?"

"The idea of the "token person". Say you sit in a class on history, and you're talking about china, so the chinese student in the room is asked to share on it. That isn't their responsibility.

"Time demands of faculty and staff of color. We want them to be informing our decisions, and then they are asked to do everything."

"Research on students in a class, sharing experience when they want to but not expected to. There are best practices that can be shared."

"Does this talk about gender at all?"

"Yes. This is going to be broad."

"What should be at forefront of strategic planning efforts with this?"

"The people who have spent a lot of time on this should be in these conversations.

Tammy hasn't been in the group or meetings, but we've met with her to discuss the issue.

There are research based ideas people already have."

“Duluth has a online exit survey, all data is in one place, and can be tracked. Maybe we could strive for something that looks similar to this.”

III. Upcoming meetings:

A. **Jan. 29:** Sheri Breen will be visiting us with information about issues being discussed at the FCC.

B. **Unscheduled:**

Updates on:

- a) Ticketing software - Mike Cihak shared information on this
- b) Transfer student initiatives

Ideas for spring semester agendas -- Any new topics that have come to our attention?