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MEC minutes 02/04/2016

Multi-Ethnic Experience Committee

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Multi-Ethnic Experience Committee
February 4, 2016
9:00 am

Committee Members Present: Farah Gilanshah, Michael Ceballos, Solomon Gashaw, Jenna Ray, Simon Franco, Jessica Porwoll, Hilda Ladner by phone

Committee Members Not in Attendance: Matthew Linder, Jena Lipham, Nick TwoBears, Jeremy O'Hara, T.J. Ross

Others Present: Bart Finzel, Sarah Mattson

The meeting was called to order

- Finzel asked the group to provide primary concerns to begin the meeting
 - Farah briefly outlined concerns brought at the DiversiTea event held 11/17/15 and follow-up discussions had by the committee on 12/3/15 including
 - what can be done about concerns with faculty/staff diversity on campus
 - ideas for targeting diverse candidates in the hiring process
 - what is included in hiring materials currently
 - faculty/staff diversity training
 - composition of search committees, training for search committees, implicit bias in the hiring process training
- Mattson discussed
 - current faculty of color numbers and noted that in the past few years approximately 3 faculty of color have been hired each year, but not necessarily in tenure track positions
 - advertising venues that are currently used including the Upper Midwest Hiring Consortium, Higher Education Recruitment Consortium, MNWorks, and the Chronicle of Higher Education, Finzel noted that other advertising venues are also used based on the position and department
 - the diversity statement that is currently included on all job posts
 - the implicit bias workshop that was held on campus for members of the search committee for the chancellor
- Finzel noted that we have to acknowledge that there are limited numbers of PhD holders who are from diverse backgrounds across the country in comparison to the number of open faculty positions, Finzel also discussed options for diversifying the faculty including
 - Altering qualifications, which is something we likely don't want to pursue
 - Recruiting earlier in the hiring cycle
 - Targeted opportunity hires
 - Pre/post doctoral fellowships
 - Growing our own faculty, which he noted is by far a longer process, but Morris does a great job of pipelining students to further education
- Gashaw initiated a discussion on additional possibilities to attract faculty by asking if additional resources or compensation might be offered to assist faculty in coming to Morris
- Finzel noted that bridge funds have allowed us to offer some travel opportunities to faculty by freeing up some department funds
- Gilenshah asked if it would be possible to check in with each hiring committee about posting ads in additional publications/resources based on field interest

- Mattson noted that this is possible
 - Ceballos provided examples of posting sites for STEM careers through AISES, SACHNAS, Winds of Change, and the Tribal College Journal
- Ladner noted that targeting colleagues of current employees would provide quality applicants for many pools, as an example Becca Gercken and Kevin Whelen in American Indian Studies recently collaborated to develop a list of potential fellows for the Native American Serving Non-Tribal Institutions grant
- The committee discussed the Twin Cities Office of Equity and Diversity Workshops as a venue for increasing campus awareness on issues of diversity
 - Finzel mentioned that it's often difficult for faculty to attend the OED workshops due to lengthy workshops overlapping with several class times the lengthy time commitment
 - The committee also discussed concerns shared by some staff who felt they couldn't attend trainings due to a variety of barriers
 - Ceballos asked about the possibility of providing online training and noted that some training is better than none, this is not currently an option with the OED workshops
 - Sarah ensure that supervisors are aware that workshop attendance should be supported/encouraged
- The committee also discussed building a campus culture of supporting equity and diversity
 - Civil Service and bargaining unit performance reviews have a section on diversity that differentiates between "tolerating" diversity and supporting diversity and moving the conversation forward
 - Diversity issues are also included in the faculty tenure process
 - Ceballos advocated that transparent numbers related to diversity are posted in an accessible area
- Member of the committee recommended that MEC continues to partner with Finzel and Mattson to discuss these and other issues

The meeting was adjourned