

**University of Colorado at Colorado Springs  
Faculty Minority Affairs Committee  
Minutes of Meeting  
May 5, 2015 (Draft not approved by Committee)**

<p><b>Chair:</b> Jeffrey Montez de Oca  <b>Attending:</b> Jeffrey Montez do Oca, Anthony Cordova, Christina Martinez, Stephany Spaulding (Rose), Maria Stein, Sylvia Martinez  <b>Regrets:</b> Hortensia Ysarraraz, Edin Mujkic, Hilary Smith, Andrea Herrera, Melissa Benton  <b>Recorder:</b> Stephany Rose</p>			
<b>Agenda Topic</b>	<b>Discussion</b>	<b>Decision</b>	<b>Responsibility</b>
Call to Order	Meeting called to order at 2:05 p.m.	Quorum established	J. Montez de Oca
Minutes	Minutes of April meeting reviewed	Approved with corrections	Montez de Oca
<b>Old Business</b>			
1) Report from the Chair	Discussed annual end of year lunch.  CA Meeting Update: Met twice to get consensus from each group FAWC, PRIDE, NTTF, FMAC. General feeling that campus climate is changing and not for the better. Each groups wants to work together to make UCCS the sort of place that we all want to work. The groups will move discussion forward and meet during summer months.	Email membership  Continue working with other groups and report back to FMAC.	Montez de Oca  Montez de Oca
2) Announcements	<p>a) Black Lives Matter—Scaling a Movement was a huge success with around 100 participants (faculty, staff, students, and community) and feedback was very positive. Came in under budget.</p> <p>b) Contentious Discussions in the Classroom workshop series was a yearlong success. The final workshop on online teaching was excellent. Small turnout (9) but participants were deeply engaged and found it very informative.</p> <p>c) Update on Kick It (16 teams) phenomenal.</p> <p>d) Great Lavender Multi-Cultural Student graduation ceremony.</p> <p>e) Will Contentious Discussions Continue but with new topics to address ongoing campus concerns?</p>	<p>Informational</p> <p>Informational</p> <p>Informational</p> <p>Informational</p> <p>Move to ongoing CA plans.</p>	<p>Rose</p> <p>Montez de Oca</p> <p>Cordova</p> <p>Cordova</p> <p>Montez de Oca</p>
3) Budget Update	Nick Martinez emailed report – no changes. Some questions were raised.		Montez de Oca
4) EMAC Report	EMAC submitted the final draft of their white paper entitled “Recognizing and Rewarding Faculty for Participating in Diversity Activities” to the Faculty Council. It will be formally presented to the Board of Regents on May 7.  Also, EMAC is proposing a series of panel discussions/meetings regarding “Race at UC” for the 2015-2016 academic year.	Informational	Benton via Montez de Oca

<b>New Business:</b>			
1) CA and Planning for Next Year	A) Developing mentorship strategy based around peer groups. CA requested that FMAC and FAWC provide funding for refreshments and off-campus venues.  Support for plan but committee feels that mentoring falls under "retention" and therefore should be funded by University.	A) Will seek funding at different administrative levels.	Montez de Oca
	B) Peer to peer interviewing to capture experiences at UCCS based on a life history model of research. The goal is to create relationships between faculty across departments and colleges so that supportive networks can get built. It will also capture information on climate and experience in faculty's own words.	B) The committee would like to see a research protocol developed but supports building the protocol.  Also, suggested to look at research on climate already done to not do unnecessary work.	Montez de Oca
	C) Continue developing "Standards and Guidelines" document to set goals and priorities.	C) Work with CA members during summer.	Montez de Oca
2) Next Meeting	Fall Semester		
3) Adjournment	Meeting adjourned at 3:30 pm		