

Faculty Minority Affairs Committee (FMAC) meeting minutes

When: 9-10:30am, Friday, January 28, 2021

Where: Microsoft Teams

Next meeting: February 25, 2022

Attendance: Stephen Suh, Rhonda Goodman-Gaghan, Carlos Duarte, Deborah Pina-Thomas, Suhaan Mehta, Esther Lamidi, Jeffrey Montez de Oca, Jesse Perez, Heather Albanesi, David Kocsis, Julie Torres, Larry Eames, Max Shulman, Sandy Ho

Minutes

1. Welcome and check-ins (9:00-9:25)
2. Announcements (9:25-9:35)
 - a. Call for GLINT Talks for 2022-2023
 - b. Business school DEI statement talk presenter needed
 - c. Vaccine attestation form going live for faculty on Feb 2
 - d. N95 masks available on campus—fitting required.
 - e. COVID-19 at home tests available at Deans offices
 - f. FMAC diversity grant competition will launch Jan 31. We will review the applications on Feb 25 meeting
 - g. Heller center talk series Spring 2022
3. Goals for Spring 2022 (9:35-9:45)
 - a. Work on Disorientation packet
 - b. FMAC name change
 - c. Work with new VC DEI, Rame Hanna
 - d. Request and work with data from the recent Campus climate survey
 - e. Follow up on Zero Total Cost initiative to make textbooks affordable or free for students
4. FMAC name change update (9:45-9:55)
 - a. Minoritized Faculty Action Committee for Equity (MFACE) and Minoritized Faculty Action Committee (MFAC) are clear favorites among broader committee
 - b. Some interest in Committee for Racial and Ethnic Equity (CREE) among voting members
 - c. Voting members will deliberate and decide on a name soon
5. Disorientation subcommittee update (9:55-10:05)
 - a. Subcommittee is working on putting together a pamphlet/zine that can be passed along to new (potential) faculty during their job visits and orientation.
 - b. Also working on scheduling disorientation events throughout the year: orientation, new faculty reception, HR workshops, year-end celebration
6. FRA DEI Survey discussion (10:05-10:30)
 - a. People might be cynical or not confident about the DEI survey after series of failed DEI and campus climate surveys
 - b. What if the questions in the survey were to come from college-level DEI councils and administered at different times? Administering at a lower level and not the University-level might help with buy-in and completion.

- c. What can actually be done with the survey results? Have the results from prior surveys contributed to much discussion or change?
 - d. Take some of the themes that came out of the COVID survey and share those as the results of our DEI survey. We should focus on these DEI issues as it relates to retention.
 - e. Put the data into a letter or report. If letter, then get other committees to co-sign.
7. Meeting adjourned (10:30)