

Faculty Minority Affairs Committee (FMAC) meeting minutes

When: 9-10:30am, Friday, April 30, 2021

Where: Microsoft Teams

Next meeting: TBD, Early Fall 2021

Attendance: Stephen Suh, Jesse Perez, Deborah Pina-Thomas, Nick Martinez, David Kocsis, Edgar Cota, Anthony Cordova, Tre Wentling, Julie Torres, Emily Skop, Edward Chow, Dejae Spears, Esther Lamidi, Joyner Atilas-Lopez, 'Ilaheva Tua'one, Rose Walker, Laura Alexander

Minutes

1. Check in [9:00-9:10]
2. Reviewed and approved April 2, 2021 Meeting Minutes [9:05-9:12]
3. Announcements [9:12-9:15]
 - a. Fall 2021 updates
 - i. President Kennedy and Chancellor Reddy announced Wednesday, April 28, that UCCS and other CU campuses will require Covid vaccines of all students, staff, and faculty starting Fall 2021. There will be the usual list of exemptions.
 - ii. FA President David Weiss sent out the results to a Fall 2021 return to campus faculty survey. Nothing has resulted from the findings yet.
 - iii. Remote teaching options will remain for Fall 2021 but removed starting from Spring 2022.
4. Discussion with UCCS HR representatives, Laura Alexander and Rose Walker [9:15-10:00]
 - a. UCCS HR has three main roles: Employee recruitment, acquisition, and pay; Employee experience; and Operations/payroll
 - b. HR has been working actively to incorporate new Equal Pay Act (EPA) rules and changes. Notes that EPA only concerns internal, within-institution equity, and not market equity. Currently mostly affects new faculty and staff hires but will be more widely and retroactively implemented over time. Still trying to figure out the financial side of things (i.e., who will pay for these changes).
 - c. HR would like to conduct a campus-wide equity study to assist with the EPA, but currently lack the funds to do so.
 - d. Initiatives related to hiring
 - i. HR has created a YouTube implicit bias training tutorial and recommends all search committee members to partake in it
 - ii. Have incorporated new software into the hiring process – ex: Hire View
 - iii. Have overhauled the new hire onboarding process – engage with new employees longer
 - iv. Diversity Champion can now be a voting member of the search committee. DC also go through new training are encouraged to stay in touch with HR throughout the search process.
 - v. There is currently no DC type figure for employee terminations, but all employees are allowed to bring an advocate with them during performance-related evaluations.

- e. HR would appreciate FMAC's support in the rollout of new initiatives and measures related to EDI. FMAC members should abide by them and also reach out to higher admin to suggest making them universal/required.
5. Updates [10:00-10:15]
 - a. FAWC task force update
 - b. Tree of Peace update
 - c. President Kennedy update
 6. Thinking ahead to 2021-22 [10:15-10:30]
 - a. Fall 2021 FMAC leadership: Stephen Suh (chair); Gia Barboza (co-chair)
 - b. Stephen will send out an email to determine meeting times and modality for Fall
 - c. To do
 - i. Invite EDI task force to a Fall 2021 FMAC meeting
 - ii. Create a formal FMAC and Minority Affairs Advisory Committee (MAAC) membership list
 - iii. Review and cull the email list
 - d. Potential end-of-the-year event scheduled for finals week. Stay tuned!
 7. Meeting adjourned [10:30]