

## **Faculty Minority Affairs Committee (FMAC) meeting minutes**

When: 9-10:30am, Friday, August 27, 2021

Where: Microsoft Teams

Next meeting: September 24, 2021

**Attendance:** Stephen Suh, Gia Barboza-Salerno, Max Shulman, Carlos Duarte, Rhonda Goodman-Gaghan, Tre Wentling, Esther Lamidi, David Kocsis, Larry Eames, Nicholas Martinez, Julie Torres, Suhaan Mehta, Edgar Cota, Melanie Fields, 'Ilaheva Tua'one, Deborah Pina-Thomas, Katherine Mack, Federico Martinez Garcia

### Minutes

1. Introductions and check-ins [9-9:25]
2. Announcements [9:25-9:30]
  - a. Seeking an attendee for the Fall Faculty Assembly Meetings. Larry Eames agrees to relay updates about FMAC to the FA during meetings. Stephen will determine whether Larry can vote on behalf of FMAC.
  - b. Seeking nominations for FMAC co-chair, to begin Fall 2022, when Stephen will be replaced as chair by Gia Barboza-Salerno.
  - c. Please encourage new faculty to attend FMAC meetings.
  - d. Heller Center will soon announce its Salon series for Fall 2021.
  - e. Dave Kocsis stepping in as chair of EDI committee in the Business school. Will report more information later.
3. FMAC directory and website [9:30-9:35]
  - a. Stephen asks committee members to please review and update their information for the FMAC directory and website.
4. 2021-22 budget [9:35-9:40]
  - a. \$4,000 allocated for fall and spring diversity grants. Remaining funds to be used to host new faculty reception and year end reception.
5. New Faculty Reception [9:40-9:55]
  - a. Tentatively scheduled for Friday, October 1, 4-6pm at the Heller Center
  - b. Subcommittee: Rhonda Goodman-Gaghan, Katherine Mack, 'Ilaheva Tua'one
6. Proposal to change committee name [9:55-10:10]
  - a. Committee members are interested in incorporating language that more directly represents the committee's membership and mission.
  - b. Suggestions to change 'minorities' to 'minoritized'
  - c. Suggestions to consider aligning title with system level committee, Committee for Racial and Ethnic Equity
  - d. Discussion will be continued via email and next month's meeting
7. Pushing for a cluster hire in African American Studies [10:10-10:20]
  - a. Consider pushing for a cluster hire for African American/Black studies across several departments looking add/replace existing faculty lines.
  - b. Some members voice concerns about initiating a cluster hire without first addressing issues related to retention.

- c. Members suggest taking a two-level approach: working with departments in LAS and elsewhere to advocate for a cluster hire AND creating materials and panels (ex. Disorientation week) that can be distributed to new minoritized faculty.
- 8. Disorientation packet/series [10:20-10:25]
  - a. Subcommittee: Gia, Julie, Larry, Esther, Tre, Deborah, Suhaan
  - b. Will be helpful to work with new VC of DEI and Provost.
- 9. Addressing Critical Race Theory in the classroom and to local media [10:25-10:30]
  - a. Several UCCS faculty have been asked to write about or to be interviewed about CRT over the summer.
  - b. FMAC will author a statement that can be distributed to interested parties
    - i. Subcommittee: Ilaheva, Stephen, Dave, Deborah
- 10. Meeting adjourned [10:30]