

Faculty Minority Affairs Committee (FMAC) meeting minutes

When: 9-10:30am, Friday, October 29, 2021

Where: Microsoft Teams

Next meeting: December 3, 2021

Attendance: Stephen Suh, Rhonda Goodman-Gaghan, Carlos Duarte, Deborah Pina-Thomas, Suhaan Mehta, Larry Eames, Sylvia Mendez, Esther Lamidi, 'Ilaheva Tua'one, David Kocsis, Jesse Perez, Katherine Mack, Tre Wentling, Jessi Smith, Fernando Feliu-Moggi

Minutes

1. Welcome and check-ins (9-9:05)
2. Announcements (9:05-9:15)
 - a. Faculty Coordinator (FC) for UCCS' membership to National Center for Faculty Development and Diversity. Preference for those who have actively used NCFDD membership. Would work with Jessi Smith to get the word out to campus. Will transition to new VCDEI once hired. Minimal time investment, important job for campus and nice for CV. Contact Beth Daniels if interested.
 - b. Campus Workplace & Climate Survey reminder
 - c. Updating the FMAC directory and website
 - i. https://uccsoffice365-my.sharepoint.com/:x:/g/personal/ssuh_uccs_edu/EQq_6TwKmg1Kq5MgAf857SYB4UVZZtjrLxjg-5VvqJjBEg?e=eeCO1F
 - d. FMAC new faculty reception recap
 - i. Suggestions for next year: Make sure to include name tags. Consider implementing icebreaker type activities so that new staff/faculty feel can feel more comfortable interacting with new people.
 - e. FMAC name change
 - i. FMAC has voted to change its name. We will vote on a specific name at the December FMAC meeting.
 - f. Updates from the Disorientation subcommittee
 - i. Subcommittee to postpone any further action until the announcement of the new VC DEI. The goal will be to work with the VC in developing materials for incoming faculty.
 - g. Please encourage new UCCS faculty to join FMAC!
3. Project Crest info session with Sylvia Mendez and AVC for Research Jessi Smith (9:15-9:35)
 - a. Project CREST seeks to improve the research landscape at UCCS by adapting evidence based practices from prior NSF grants
 - b. Focuses on promoting the research activities of women-identifying and minoritized faculty. Data show that there are very few women and ethnic minorities in full professor positions.
 - c. Purpose is to embrace DEI within research spaces in a holistic way (eye toward teaching and service).
 - d. FMAC members can help by working with their departments/programs to revisit the annual evaluations requirements

4. FAWC/FMAC feedback letter on Vice Chancellor of DEI (9:35-9:40)
 - a. FMAC voted to endorse a feedback letter on the VC DEI candidates initially drafted by FAWC. The letter was shared with the VC DEI search committee.
5. Critical Race Theory teach-in event update (9:35-9:45)
 - a. Event is tentatively scheduled for Wednesday, November 17, 12-1:30pm. Virtual format.
 - b. Once panelists are finalized, Stephen will work to gain co-sponsors for the event. Hope to work with DEI office and The Matrix Center.
 - c. Plan to livestream the event on YouTube using UCCS event services
 - d. Event will include an intro to CRT session and a panel session about the practical applications of CRT in different disciplines
 - e. More information to come
6. Fall 2021 FMAC Diversity Grant proposals review (9:45-10:30)
 - a. Committee members in attendance support funding the following four applicants for \$500: Chris Martin, Jose Tapi-Fuselier, Paul Harvey, Whitley Hadley
 - b. FMAC voting membership will make final decision. Letters to go out next week to awardees.
 - c. Suggestions for future calls:
 - i. Consider adding a question in the budget/application to determine how secure/in-need the proposals are in terms of funding.
 - ii. Ask applicants to submit a detailed budget
7. Meeting adjourned (10:30)