

**University of Colorado Colorado Springs
Faculty Minority Affairs Committee
Minutes of Meeting- March 28, 2016 – 12:00PM-1:30PM**

Co-Chairs: Stephany Rose and Jeff Montez de Oca

Attending: Pam Shockley-Zalabak, Stephany Rose, Jeff Montez de Oca, Jesse Perez, Anthony Cordova, Edgar Cota Torres, Kee Warner, Marguerite Cantu, and Edin Mujkic

Recorder: Jesse Perez

Meeting called to order at 12:10PM

Minutes: of 02/29/16 approved

OLD BUSINESS

1. Announcements:

- a. The third annual Cesar Chavez Memorial March is on Sunday, April 3rd in Downtown Colorado Springs. It starts at 1:00 pm at the Pioneer Museum and heads towards Acacia Park. All are encouraged to come and support. A UCCS student will be speaking.
- b. Reminder about the upcoming Diversity Summit

**Wednesday, March 30, 2016
8:30AM-2:30PM
Berger Hall, University Center**

- c. The Social Science Symposium Series, along with the LGBT+ Resource Center, and the Global Livingston Institute, is proud to present Clare Byarugaba, a noted human rights and LGBT rights activist and feminist from Uganda! Clare will be in the United States and on the UCCS campus Wednesday April 13, 4:00-6:00 (UC 309), to speak about her work fighting for LGBT rights in Uganda.

2. Chancellors Visit

The Chancellor has been meeting with Diversity focused student organizations on campus to learn what is going well and what students want to see more of when it comes to diversity and inclusiveness on campus. The Chancellor shared stories and student experiences with the FMAC committee. A couple of the highlights she mentioned were that students are wanting to see more culturally focused speakers and that students are wanting to see more faculty involvement in diversity focused programs on campus.

- a. There is an open discussion on current and future efforts to recruit and retain diverse faculty on campus. Administration is exploring a few options to recruit more diverse faculty. An example shared was working with local school districts to identify K-12 school teachers who have a Master's degree and are interested in teaching at UCCS.

This could help add more diverse lecturers, which has been identified as an area that needs improvement.

- i. There was another related conversation about different approaches and ideas to recruit diverse faculty. Ideas were shared and Marguerite Cantu had a lead that she will follow up with the Chancellor one on one.
 - b. There was a discussion on the importance of finding the most diverse pool as possible for the current admin searches for the campus CIO, Provost, and VCSSEM.
 - c. There was a discussion on the Diversity Champion program in HR. The Chancellor noted that there are active discussions happening about how to strengthen the program.
 - d. A concern was brought up about the different diversity focused offices/initiatives/centers/programs on campus and how faculty are confused about who they should be bringing their concerns to. After a discussion the committee agreed that this is a conversation that it would like to continue.
 - e. There was a discussion on supporting international students on campus. There was concern brought up that faculty are not always being informed of resources available to international students.
3. EMAC Update
 - a. CU RACE event coming up. Diversity Dialogue for students on April 22nd from 12PM-2PM

NEW BUSINESS

1. Women's Reproductive Rights campus event

The speaking fee of Loretta Ross turned out to be more expensive than FMAC can afford at this time (\$4000.00). While she is eager to work with UCCS, the event will have to be tabled at this time. FMAC will explore bringing her in the fall of 2016.

2. FMAC Grants

FMAC members reviewed proposals and decided on recipients.

Next meeting (April 25th at 12 PM)