

FMAC Meeting Minutes: December 6, 2019, 9-10:30 AM

Location: EPC 304C

Present: Stephen Suh, Zuleika Johnson, Esther Lamidi, Federico Martinez-Garcia Jr., David Moon, Deborah Pina-Thomas, Jesse Perez, Jeff Montez de Oca, Eddie Portillos, Nick Martinez, Maria Sergia Steen, Rhonda Goodman-Gaghan, Lei “Frank” Zhang, Max Shulman, Phillip Haisley, Andrea Hererra

1. Welcome and Introductions
2. Reviewed and approved minutes from October meeting
3. Update on FMAC Happy Hours from Zuleika Johnson
 - a. Next happy hour will be the third Thursday of January or February. Skipping December
 - b. Jeff suggested holding a future happy hour at Clyde’s pub to draw more non-FMAC members
 - c. Also suggested that we invite people from neighboring campuses, such as Colorado College and Pikes Peak Community College
4. Compass Curriculum Assessment discussion with Eddie Portillos, Phillip Haisley, and David Moon
 - a. Questions about how to improve/streamline the Inclusiveness assessment process while honoring faculty labor and student confidentiality/anonymity.
 - b. Members suggested that the assessment process be better explained—focus on the fact that the assessment of artifacts is only done to review student outcomes in the course. Not supposed to be a review or indictment on teaching.
 - c. Members suggested that Compass Curriculum provide a brief disclaimer or consent form for faculty to include in their syllabi. That way students could “opt in” to having their work shared as artifacts for future assessment.
5. Mentoring discussion with Chris Bell
 - a. Key question: How to implement effective mentoring for new and incoming underrepresented faculty/faculty of color?
 - b. Chris Bell is working on a survey to distribute to faculty and staff in Spring 2020. Will use findings to develop subsequent mentoring initiative on campus.
 - c. Mentoring initiative will likely not be individual-based, but more structured around developing workshops and resources around specific topics and needs that new faculty and staff can attend.
 - d. Point is to improve quality of life with the goal of aiding retention.

- e. Chris Bell – Having good mentors “should not be a process of luck”
- 6. Updates from Associate Vice Chancellor of Equity, Diversity, and Inclusivity, Andrea Herrera
 - a. AVCEDI office now facilitates the first day of new faculty orientation.
 - b. 3 requests
 - i. Attend the Teaching and Learning Conference on January 15-16.
 - ii. Please advertise and nominate students for the Rosa Parks, Cesar Chavez, and Janice Gould scholarships. Please also attend the scholarship reception on March 19, 4:30pm at the Kraemer Family Library 2nd floor apse
 - iii. Advertise and Attend the Diversity Summit (Advancing Ethics) on March 3, 2020
- 7. Members reported seeing a vehicle marked with swastikas on campus this morning. Discussed what can be done to prevent future such incidents.
- 8. Lei “Frank” Zhang introduced himself as the liaison to the CU systemwide Faculty Council Committee for Racial & Ethnic Equity (CREE). Will attend future FMAC meetings.
- 9. Discussion of updating FMAC logos postponed to the next meeting.
- 10. Spring semester meetings will be held on the final Friday of each month. Exact dates to be sent out via email.