

UCCS

Faculty Minority Affairs Committee (FMAC) Minutes

October 7, 2013

Present: Jeffrey Montez de Oca, Stephany Spaulding, Anthony Cordova, Maria Sergia Steen, Inhan Kim, Christina Martinez, Christina Jimenez, Marguerite Cantu, Melissa Benton, Qing Yi, Edin Mujkic

Regrets: Hilary Smith, Janice Gould, Eddie Portillos, Kee Warner

Old Business

- Minutes from September meeting approved.
- Report from Chair, Jeff
 - Welcome new members: Qing Yi (EAS), Melissa Benton (Beth El), Edin Mujkic (SPA)
 - Existing members introduced themselves
- Announcements
 - Tree of Peace Dedication Thursday, October 10th at 4 pm, Jeff
 - National Coming Out Week, Anthony
- Budget Report, Rose
 - Budget for year prior to possible carry-forward from last year: \$5,304
 - Budget after current commitments: \$4,354
 - If all of the projected expenditures are honored as listed, FMAC would have \$216.
 - This would not include professor development grants for faculty
 - The Committee feels strongly that supporting faculty development, especially junior faculty is a priority.
 - The Committee chose to guarantee four professional development grants at \$250 each.
 - The Committee decided to adjust all other projected expenditures to remain within budget
 - Specific adjustments were tabled until next month for a longer discussion of priorities and commitments to other groups on campus
 - FMAC provided funding to MOSAIC (\$1000) and Kee Warner (Diversity mini-grants (\$500) and Adelina Gomez Scholars Program (\$600)) in past but needs to reassess in light of current budget.
 - The Committee will ask MOSAIC and Kee Warner to make funding request at the next meeting to set appropriate support.
 - The Committee decided that it would no longer hire a student to take minutes. Instead, note taking would be a rotating responsibility of all members and the Chair will type up minutes. This will save \$220 in FY 2013-2014.
 - The Committee awaits notice of possible carry-forward to help set clear budget for year at November meeting.
- Report back on meeting with Chancellor regarding WPC, Jeff

- Several FMAC members were present.
- The Chancellor emphasized her on going support for the activities of the White Privilege Conference (WPC) but needs to sever her fiduciary responsibility. The branding of the WPC has triggered ongoing concerns and problems regarding the conference. The Chancellor does not want to maintain fiduciary responsibility when she has no control over branding.
- The Committee felt no further action was needed.
- Report Back on the Heller Center, Jeff
 - The image of concern on the web site has been taken down.
- Report Back on Faculty Assembly, Stephany
 - GE curriculum
 - Construction on campus will continue well into 2016, but progress on the Lane Center, soccer field/parking garage, office building are all progressing according to schedule
 - Enrollment, graduation, and placement all improved and UCCS is comparatively excelling across the state
 - At the Regents' request all campuses are undergoing prioritization assessments

New Business

- Report on ELL Program, Mary Hansen, International Affairs
 - UCCS has many English Language Learners but limited resources to support their language development. Their program supports ELL students developing the specific mechanics of writing.
 - ELL students can go in for tutoring in writing techniques.
 - This is different from the Writing Center that focuses on big picture.
 - Both student and visiting scholars are eligible
 - The Committee agreed to publicize the program since it helps so many of the students that Committee is concerned with.
 - Jeff promised to pass the program information to FMAC list-serve and Fac-L list-serve.
- FMAC Bylaws, Jeff
 - Revising the bylaws has been an ongoing process that involves the participation of as many members as possible. The Faculty Executive Committee (FEC) had three concerns with an earlier draft of the bylaws. Therefore, the Committee needs to make further revisions to:
 - Who appoints representatives to FMAC
 - Membership
 - Clarify formal name of committee
 - The bylaws were changed to indicate that FMAC can nominate candidate to FMAC but the FEC appoints representatives.
 - Membership
 - The Committee historically has had a two-tier membership system: FEC recognized members and "ex-officio participants".

- The bylaws were adjusted to indicate that the Committee can have 6-8 members and each member represents one of the seven UCCS colleges.
- A co-chair can be the eighth member and come from any college.
- The Committee also recognizes the importance of ex-officio participants who support the Committee and its mission to foster diversity and inclusiveness at UCCS. Participants will continue to attend meetings, engage in all discussions, and organize events.
- It is understood that participants cannot have a vote recognized by FEC.
- The Committee wants to revisit the Faculty Assembly bylaws for clarification on the formal role that participants can have within FMAC to ensure consistency with Faculty Assembly bylaws, the most democratic process possible, and to recognize the importance of participants. Final decisions and language regarding membership was tabled until next meeting.
- Name change.
 - Faculty Assembly recognizes the Committee as the Minority Affairs Committee (MAC). However, the Committee refers to itself as Faculty Minority Affairs Committee (FMAC). The Committee name in the bylaws must be consistent with what is recorded by Faculty Assembly.
 - Three proposals were made regarding a consistent name to guide the ongoing focus of the Committee:
 - Minority Affairs Committee
 - Faculty Minority Affairs Committee
 - A new name that might not include words “faculty” or “minority”
 - The Committee decided that the name will be FMAC and updating Faculty Assembly will be necessary.
 - “Faculty” was retained because the Committee focuses on the specific issues and concerns faced by faculty.
 - As faculty, we are always concerned with the issues and concerns of students.
 - As employees of UCCS, we are also concerned with staff co-workers.
 - The Committee simply delineates the specific pressures faced by academics and the special concerns of minority faculty.

- After heated debate, “Minority” was retained because the Committee ultimately believes this terms best reflects the actual mission of the committee – to support faculty from historically marginalized and/or under-represented groups.
- Grant Proposal
 - Stephany Spaulding was awarded a travel grant for professional development; attending Critical Ethnic Studies Assoc. meeting.
- New Faculty Reception
 - Friday Oct. 25 at 4 PM in Osbourne A327 (K-12 room)
- FMAC Winter Retreat
 - It was argued that given the business addressed during the semester there was not time for this sort of work.
 - It was agreed that the Committee would meet during the Winter Break to reflect upon and work on the Committee itself.
 - The Chair will circulate an email to find best times for everyone.
 - No FMAC monies will be spent on this meeting.
 - The retreat should last two to three hours.