

UCCS

Faculty Minority Affairs Committee (FMAC) Minutes

September 9, 2013

Present: Jeffrey Montez de Oca, Stephany Spaulding, Kee Warner, Anthony Cordova, Chris Bell, Maria Sergia Steen, Inhan Kim, Janice Gould, Christina Martinez, Marguerite Cantu, Eddie Portillos, Michele Companion

Regrets: Hilary Smith, Christina Jimenez, Andrea Herrera

Discussion of Agenda— Jeff

- Minutes for the last meeting will be reviewed by e-mail
- Rationale for times on agenda

Old Business

1. Budget report—Rose
 - Tim has not listed yet the carry forward from last year's budget
 - \$5,304—appears to be the budget for this year
 - Some has already been expended.
 - Other expenses are projected based on prior obligations.
 - Jeff will meet with Tim and Rose to get a better picture of what is available for use this year.
 - That clarification is needed before further commitments are made
2. Report from Chair
 - Jeff is excited to take on responsibility
 - Wants to take time for FMAC as a committee to think about what it is and wants to do
 - Think about what the committee can do to have an impact—make use of the resources that are available
 - Announcement: Jackson Katz—lecture at CC
 - Kee reported on the search for a Director of Human Resources and meetings with diversity constituencies.
3. AVCD Kee Report
 - **University of Colorado Summit Planning**—The CU Diversity Summit will be hosted by the Denver campus and organized by Brenda Allen. The focus will be on professional development of faculty and staff to support diversity and inclusiveness efforts. Presentations will be invited from CU personnel rather than showcasing an outside presenters. Jeff Montez de Oca and Megan Bell have agreed to represent UCCS on the steering committee.
 - Faculty recruitment issues—Kee's academic priority will be to work with the Provost and Deans on the development of college specific recruitment plans and accountability mechanism.
 - Prioritization process—Kee reported that the Regents are requiring each campus to prioritize all academic and support programs according to campus criteria. Michele said that the Chancellor will be talking about this process at the Faculty Representative Assembly on Friday. Kee suggested that it will be critical for diversity and inclusiveness issues to be built into the campus criteria and

that committee members should take advantage of opportunities to get involved in the process.

4. MOSAIC

MOSAIC is sponsoring a Multicultural Affair on September 18. This will be a smaller version of the Club Fair focusing on diverse students groups. Anthony asked for support from Faculty MAC in getting students involved and being present to engage with club members and other interested students. The mentorship program will require that students who want a mentor attend an orientation session so they are better prepared to follow through with seeing their mentor. Anthony said that Student Life and Leadership has a new system available to help student clubs do outreach and to be accountable

5. Report back from Katherine Mack was presented as an addendum to the Minutes.

6. FMAC Bylaws

Three issues that are at odds with the faculty representative assembly requirement for bylaws:

- Name of committee does not correspond with that in the constitution.
- Voting members of the committee must be identified and should represent all of the colleges.
- The representative to faculty senate EMAC is appointed by the faculty representative assembly executive committee, with nominations from FMAC.

The committee will have a more extensive discussion at the next meeting, and provide a response to the Exec. Committee

New Business

1. Funding—grant proposals will be handled at the beginning of new business

2. Multicultural Affair

Anthony encouraged FMAC members will try to attend the Multicultural Fair and to interact with students. The committee will not have a table, but members are encouraged to participate.

3. UCCS affiliation with WPC

UCCS has separated its institutional affiliation with the White Privilege Conference (WPC). Faculty who wish to share concerns about this decision are invited to meet with the Chancellor on Wednesday, Sept. 25 from 3 to 4 p.m. Jeff summarized his conversation with Abby Ferber about this issue. She said that the decision was made because of the ongoing and steady complaints about UCCS being formally affiliated with this conference. She said that the Chancellor perceived that much of the reaction was a product of the name of the conference which is broadly understood. The organizers of the WPC are not willing to change the name of the conference and do not believe that this would allay the reactions. FMAC members were encouraged to attend the meeting with the Chancellor. Several expressed the view that the university should not accede to such uniformed outside pressures. Severing the institutional affiliation would not prevent faculty members and the Matrix Center from being involved.

4. Heller Center Poster

Michele Companion reported that the images used by the Heller Center to publicize the Center on their website have offended people in the Colorado Springs Native American community to the point that some individuals feel that their safety is compromised. Michele has raised these concerns with the Director of the Heller Center, Perrin Cunningham. Perrin responded that the artist intended these images to be a critique of romantic representations of Native Americans. Michele responded that this context must be made explicit, especially since they may be a person's first introduction to the Heller Center and to UCCS. Since this initial meeting, nothing has been done to either provide context or remove this image from the website. Michele will raise these concerns with the Provost and/or Chancellor. Stephanie Spaulding will draft a letter of support from FMAC. Jeff suggested that this might be an opportunity for a broader symposium on the representation of Native Americans.

5) Faculty Assembly Representation

Stephany Spaulding agreed to serve as co-chair of FMAC in order to be a voting representative at faculty representative assembly. She was elected by the voting members present.

6. FMAC Reflection

Jeff moved to table the discussion of the FMAC reflection until the next FMAC meeting so that the group has sufficient time.

7. Next meeting

Monday, October 7 from 11 AM to 1PM in EPC 304c

Addendum – Report From Katherine Mack

Marcela Diaz spoke to my Advanced Rhetoric and Writing class on Monday, April 8, from 3:15 – 4:20. Students from several other writing classes, a student from a sociology class, and several faculty (Edgar Cota, Christina Jimenez, Kirsten Ortega, and Andrea Wenker) also attended her talk. Several students contacted Marcela after her talk to say how inspired they were. It was quite a success.

The FMAC monies were given to Marcela as an honorarium. She stayed at my house during her visit, and so we didn't have to cover her hotel or food expenses.