

## **Faculty Minority Affairs Committee**

### **Minutes of the meeting of November 4, 2013**

**Present:** Edin Mujkic, Christopher Bell, Qing Yi, Hilary Smith, Melissa Benton, Marguerite Cantu, Maria Sergia Steen, Kee Warner, Anthony Cordova, Jeffrey Montez de Oca, Eddie Portillos, Christina Martinez

### **Minutes taken by Christina Martinez**

#### **Old Business:**

- Minutes from the October 7, 2013 meeting were approved with some corrections.
- No specific chair's report given that the chair will be bringing up a number of issues later in the meeting
- **Announcements:**
- Guest lecture by Dr. Gabriela Soto Laveaga, Jungle Laboratories: Mexican Peasants, National Projects, and the Making of the Pill; Friday, Nov 15, 12:15-2pm, University Center Room 122
- We need a representative from FMAC to attend Faculty Assembly this week because Stephany Spaulding won't be able to be there. Chris Bell indicated he should be able to attend.
- **Reception** – Jeff thanked all the members who assisted in the planning for the reception for new faculty held on October 25. There was a good turnout, good food and drink, and a good time was had by all. Some discussion followed about repeating a reception for new faculty in the spring, and we decided not to do that.
- **EMAC report**- Eddie Portillos- A student retention symposium sponsored by EMAC will be held this Friday, November 8 on the Boulder campus. The ad hoc salary equity committee that EMAC was part of has been disbanded for now. Data was collected from Colorado Springs and Denver but not from Boulder thereby making it difficult to get a complete picture of salary inequities that might exist across the university. Eddie will be reviewing the data that was collected.
- **Budget report** – Rose Johnson – Rose passed out an updated budget report. She was able to determine that we should have \$314 as carry forward from last year. She reviewed currently identified commitments, costs of fall reception. She needs to add \$750 to current commitments since that is what we decided at the last meeting to set aside for faculty professional development grants. General discussion took place about other financial commitments we have traditionally supported. The committee decided we need to review each of these. Kee Warner provided some background on FMAC's previous commitments to the Gomez scholars program (\$600) and the faculty diversity award (4500). Anthony Cordova provided a written summary about how FMAC's contribution (\$1000) in past years has been used by the MOSAIC office for receptions honoring graduating minority students. Two other recurring commitments were for a

partial table at the annual Cinco de Mayo banquet (\$300) and a reception for the Rosa Parks/Cesar Chavez student awards (\$200) sponsored by WEST. After further discussion by the committee we voted to support the MOSAIC request with \$750 and to not participate in the Cinco de Mayo banquet in 2014. We will ask Kee Warner and Andrea Herrera to submit written requests for funding for their events, and then we will vote on them. FMAC is committed to making funding more open, transparent, and clearly tied to the mission of fostering diversity and inclusiveness at UCCS.

**New business:**

- Chair proposed establishing some **new sub-committees**:  
Sub-committee for New Faculty Mentoring- after discussion we decided that this was beyond FMAC's scope and is something that the university as a whole should be promoting and supporting  
Sub-committee for Formal Call for Funding and a Sub-Committee to Formalize Criteria for Evaluating Funding Proposals – We need to revisit our methods for advertising the availability of grants, the forms we are currently using, and identify criteria to use in evaluating them. The committee agreed that we should do this, and we will probably create one sub-committee to handle this.
- FMAC will be meeting with the Chancellor on November 11, 2013, 11:30am-1pm. Some issues to discuss include institutional commitment to diversity through budgetary commitments to specific offices on campus and faculty mentoring.
- **By-laws** – our favorite topic – We are still struggling with the definition of membership and the issue of voting in the committee. Jeff passed out Faculty Assembly by-laws with the section about Faculty Assembly standing committees. Those very clearly limit the official members of the committee. Chris Bell, through the magic of a smart phone, pulled up *Roberts Rules of Order* to see what is said about ex-officio members and voting. It appears that we may be able to allow ex-officio members to vote. Further investigation will be undertaken by Jeff, and he will send out the revised by-laws on email for a vote.

**Next meeting: Monday, December 2, 2013 11am-1pm in EPC 304C**