

Meeting Minutes from Strategic Planning Committee – Diversity Task Force

April 4, 2014

Attendance is maintained separately and available upon request.

I. Introduction/Agenda for today

II. General Business

Report- Access and Success

a. There is still a disparity in retention between women of color (students) and others.

b. REGARDING RECRUITMENT

a. Question of Faculty woman, where should their issues be addressed.

Discussion

Women of faculty should be included; where will staff be included?

BOLD IDEA/STRATEGY:

Cluster hires are an option for faculty as a means of support and creating a diverse presence/critical mass; Also may involve targeting faculty from another university and bringing them in with tenure credit/tenure; Not a new strategy, but one that has been used in different formats in the past? Done when the university is searching for a professor to fill a certain niche and fill out composition diversity. There is an expectation that these hires would be agents of change in mentoring, scholarship, and diverse role models. Retention strategy would need to be in place as well; this can be addressed further.

It is a bold idea because the hire/recruitment needs to be a real solid hire. It also has to be vetted for expertise, departmental fit and culture. Also needs to be a rigorous selection process. This is breaking new ground.

Blind recruitment may be an example of how this can occur.

Increased enrollments of international students: Is there a need for more growth?

Undergraduate international students – yes. 80-85 freshman internationals.

Perhaps international UG students in non-stem areas needs to be increased.

Graduate students are a much greater presence.

Proposed: Increased women and AALANA UG recruitment.

Add faculty of color and women to the current and most applicable strategies as well.

2. Retention for faculty and students.

First Generation/low income

Can Faculty be included. Discussion about collapsing 1 and 2 edges towards NOT collapsing the two, because the populations and issues are different.

Critical question:

Are the fundamental issues of recruitment, retention and advancement fundamentally different for students, faculty, and staff?

Community and culture are common threads across all of these areas.

3. Implementing Key Tiger Team strategies? Don't know, but it depends on the need for more data, regarding the number of degrees granted for AALANA students.

Kevin McDonald will check into the status of the Tiger Team strategies.