

Status of Minorities Council

Minutes for February 5, 2007

Council Members Present: Mari Castañeda (Chair), Tonia Sutherland, Ingrid Holm, Michael Begay, Joan Roche, Ron Welburn, Laura Lovett, Andy Effrat, Anne L. Moore

Recap of December Meeting: Mari briefly reviewed the highlights of the December meeting. Mary Deane Sorcinelli attended and gave an overview of the Mutual Mentoring Initiative. [Mari provided a handout from the meeting]. The topics covered included how did we get here, why mentoring, what is mutual mentoring, how is mutual mentoring different, and how have we used this model so far?

Updates: Andy Effrat gave an update of how the 250 hiring is going this year. He feels the process is working well and being taken seriously by all the Deans and his sense (not quantified) is that candidate pools are more diverse. He has met with members of the College of Engineering to discuss how to increase gender and racial diversity in their candidate pools.

Upcoming Meetings: Mari asked the group what we should attempt to do in the upcoming meeting. We have 3 more meetings before the end of the academic year. At the May meeting, the new chair will help facilitate the meeting. Mari will be on sabbatical next year.

Andy recommended examining administrative and leadership positions on campus, who holds these positions and who is encouraged to seek these positions. Mari coined this as 'capacity building.' Andy will contact Michael Gargano about having a discussion (at a future meeting) of the Student Code of Conduct for the campus and how this is being emphasized to students. Civility has been raised as a concern of both female and racial minority faculty.

Laura Lovett mentioned child care issues and how MSP is gathering information on this issue. It was concluded that, given our limited time and resources, this group could best serve by reviewing policies and providing feedback. With this approach in mind, Mari will work on who could attend our next meeting.